



Doctoral Vacancy Announcement form

Research Topic Title: Corporate Social and Environmental Performance

No. of Openings: 1

Description: Firms are increasingly called upon to address poverty, human rights violations, and natural environment issues. The demand for CSR is directed mainly at top management to remind them that, in addition to helping to make the world a better place, their commitment to social action can yield lasting customer loyalty and profits. However, is it true that firms engaging in social and environmental actions will create a good name, competitive advantage, superior profits, and corporate sustainability? What if this applies to only some firms? In the context of this thesis, the doctoral candidate will address these and other questions by explaining how and why corporate social strategies create value for shareholders, employees, and other stakeholders.

Required Qualifications: Prospective students must hold a recognized Bachelor's and a Master's degree from accredited universities in the following disciplines: Management, Economics, or other related fields. They should have a strong background in quantitative research methodologies and proven proficiency in oral and written communication skills in English. Applicants should demonstrate their ability to take research initiatives and work collaboratively and individually. Previous research experience will be considered an advantage.

Candidates should submit a short report (500 words) describing why they chose the program, their research goals, and their interests. Also, in a brief report (1,000 - 1,500 words), candidates should demonstrate how much they understand the proposed research topic they will study. Both reports must be written in English.

Applicants should be able to write their doctoral dissertation in English. The Ph.D. position is based on full-time or part-time study.



Prospective students are encouraged to contact the research advisor for a preliminary expression of interest.

Funding: Candidate students can receive funding as teaching assistants by applying to competitive internal scholarships or participating in funded research projects.

Research Advisor

Name/Surname: Pavlos Symeou

Position: Associate Professor

Email: pavlos.symeou@cut.ac.cy



Doctoral Vacancy Announcement form

Research Topic Title: Corporate Strategy

No. of Openings: 1

Description: Corporate strategy looks at the big picture of modern corporate organizations. It examines the strategic capabilities and resources companies require to gain competitive positions in markets. In the context of this thesis, the doctoral candidate will systematically study issues concerning corporate strategy (i.e., innovation, diversification, internationalization), its interaction with the corporate environment, and its effects on corporate performance.

Required Qualifications: Prospective students must hold a recognized Bachelor's and a Master's degree from accredited universities in the following disciplines: Management, Economics, or other related fields. They should have a strong background in quantitative research methodologies and proven proficiency in oral and written communication skills in English. Applicants should demonstrate their ability to take research initiatives and work collaboratively and individually. Previous research experience will be considered an advantage.

Candidates should submit a short report (500 words) describing why they chose the program, their research goals, and their interests. Also, in a brief report (1,000 - 1,500 words), candidates should demonstrate how much they understand the proposed research topic they will study. Both reports must be written in English.

Applicants should be able to write their doctoral dissertation in English. The Ph.D. position is based on full-time or part-time study.

Prospective students are encouraged to contact the research advisor for a preliminary expression of interest.

Funding: Candidate students can receive funding as teaching assistants by applying



Cyprus
University of
Technology

Studies and
Student Welfare
Services

to competitive internal scholarships or participating in funded research projects.

Research Advisor

Name/Surname: Pavlos Symeou

Position: Associate Professor

Email: pavlos.symeou@cut.ac.cy



Doctoral Vacancy Announcement form

Research Area: Family Business

No. of Openings: 2

Description:

Family businesses represent the heartbeat of global economies, weaving intricate narratives of tradition, innovation, and resilience. Rooted in the fabric of generations, these enterprises transcend mere profit motives, embodying values, legacies, and a profound sense of stewardship. In today's rapidly evolving business environment, characterized by technological advancements and global interconnectivity, the resilience and innovative prowess of family-owned enterprises have never been more critical. Understanding the intricate dynamics of family businesses and harnessing the potential of entrepreneurship and innovation within these contexts are paramount for shaping sustainable futures and fostering economic prosperity.

We are looking for highly motivated PhD candidates to explore the dynamic and evolving field of family business research. This PhD opportunity offers flexibility, allowing candidates to tailor their research to their specific interests within the broader field of family businesses. Potential research themes include:

- **Innovation:** How do family businesses foster innovation while preserving tradition?
- **Entrepreneurship:** What drives entrepreneurial behavior in family businesses across generations?
- **Sustainability:** How do family businesses engage in practices that create long-term sustainable value?
- **Ethics and Social Responsibility:** What role do family businesses play in promoting ethical practices and social responsibility?
- **Digital Transformation:** How are family businesses adopting new



technologies and digital strategies to stay competitive?

This PhD position provides an exciting opportunity to contribute to cutting-edge research in the family business field. The PhD program, delivered entirely in English, provides a comprehensive curriculum covering various research methods and tools. Due to the demanding nature of the program, this position is available on a full-time basis only.

Required Qualifications:

Academic excellence: We are looking for candidates with a strong academic background and high academic performance. Candidates should hold undergraduate and master's degrees from accredited universities and ideally have a strong academic track record, including research projects, publications, or conference presentations. They should exhibit superior knowledge and competences in research design, quantitative and/or qualitative data collection and analysis, and be familiar with the use of statistical or qualitative data analysis software (e.g. NVivo, SPSS).

Motivation letter: Candidates should submit a concise statement (500 words) explaining their interest in family business, their career goals, and why they wish to pursue a PhD in this field at our institution.

Innovative Research proposal: Candidates should submit a research proposal (1000 words), which includes a brief description of a research topic, research questions, a brief literature review, and research methodology. They should explain why their proposal is important and what are their expected contributions to the family business field.

Curriculum vitae (CV): Candidates should provide a detailed CV highlighting their educational background, research experience, and any relevant publications or projects.

Reference letters: Candidates should submit at least two (2) reference letters from people who know them at an academic or professional level.



English Language certificate: The doctoral program and PhD thesis are in English language. Thus candidates must have a strong command of the language. Acceptable evidence of English language proficiency is considered a G.C.E / I.G.C.S.E exam with a level of at least C or ELTS/IELTS of at least 6.5 or a TOEFL of at least 580 (paper-based test) / 82 (internet-based test). Graduates of an English-language university curriculum are exempted from this requirement.

Funding:

The University provides funding for postgraduate students in exchange for assisting in departmental needs or other departments. Assistant work includes teaching assistance, tutoring, exercise instruction, paper grading, etc. Monthly remuneration can amount to 683 euros with a maximum weekly employment period of 8 hours. In case of employment for fewer than 8 hours, the salary is given proportionally. PhD students can additionally be employed within a department as: (a) Teaching Assistants - Announcements for teaching assistant positions are posted on the University's website. (b) Research Collaborators - Departments announce positions for research collaborators based on their needs. The qualifications and requirements of candidates are specified in the announcements and vary depending on the subject.

PhD students can also be funded/employed within the University in the following ways: (a) The University offers a significant number of Academic Excellence scholarships for incoming PhD students. Excellence scholarships are full, covering tuition and providing a stipend. Terms and conditions are determined by the University. (b) The Student Development Center employs postgraduate students to offer tutorial courses at the undergraduate level for students facing difficulties. (c) All students, if not concurrently employed under another status, can work at the University as part of the policy for Hourly Student Employment.

Finally, every doctoral student is entitled to apply for a grant of up to €1,000 to cover expenses related to presenting (oral presentation or poster presentation) at one or more scientific conferences.



Cyprus
University of
Technology

Studies and
Student Welfare
Services

Research Advisor:

Dr Elias Hadjielias

Assistant Professor

Email: elias.hadjielias@cut.ac.cy



Doctoral Vacancy Announcement form

Research Topic Title: The impact of Board Diversity Policies on Corporate Governance and Ethical Practices

No. of Openings: 1

Description: Recent shifts in corporate board diversity policies and legal developments have brought about a significant transformation in how diversity and inclusivity are perceived within the corporate sector. NASDAQ's 2021 board diversity rules require companies to disclose the diversity of their boards, focusing on underrepresented groups such as women, racial/ethnic minorities, and LGBTQ+ individuals, signalling a stronger emphasis on inclusion. In Europe, progress toward broader rights for diverse groups has been reinforced by the EU Charter of Fundamental Rights and national anti-discrimination laws. Countries like Germany and France have taken proactive steps to encourage diversity policies that may include broader representation on corporate boards. However, there is no pan-European directive that mandates quotas for inclusivity on boards. It is, therefore, crucial to explore whether board diversity influences governance practices, how board dynamics evolve with increased diversity, and whether these factors impact firm performance. Additionally, further investigation is needed to determine whether the benefits of diversity are more immediately reflected in outcomes beyond firm performance, such as ethical business practices or enhanced social and environmental responsibility.

The department's PhD program offers comprehensive, in-depth training in various research methods and tools. Due to the nature of the research, the position requires full-time commitment.

Applications must be submitted online in English and include:



- **Motivation Statement:** A brief statement (500 words) explaining the candidate's research interest in the relevant fields, career goals, and why the candidate wishes to pursue a PhD in this area.
- **Research Proposal:** A proposal (1000 words) outlining a research topic, key questions, literature review, and proposed methodology.
- **Curriculum Vitae (CV):** A detailed CV highlighting the candidate's academic and professional background, research experience, and any relevant publications or projects.

Required Qualifications: We are seeking candidates with a strong academic background and excellent performance, holding a Bachelor's and Master's degree (MSc/MA/MBA) from a recognized university in fields like management, innovation, business strategy, corporate governance, or economics. Candidates should demonstrate a passion for research, with a proven academic track record (e.g., research projects, publications, or conference presentations). Strong skills in research design, data analysis (quantitative/qualitative), and software proficiency (SAS, PYTHON, STATA, R) are required. The doctoral thesis will be in English, so candidates must provide proof of language proficiency (e.g., IELTS).

Funding: Successful candidates will have the opportunity to receive funding as teaching assistants or research assistants, to apply for internal excellence scholarships, or to participate in funded research programs.

Research Advisor

Name/Surname: Dr Isabella Karasamani

Position: Lecturer

Email: isabella.karasamani@cut.ac.cy