

Doctoral Vacancy Announcement form

Research Topic Title:		Corporate Strategy
No. of Openings:	1	
Description:	<p>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.</p>	
Funding:	<p>Candidate students can receive funding as teaching assistants by applying to competitive internal scholarships or participating in funded research projects.</p>	
Research Advisor:		
Name/Surname:	Pavlos Symeou	
Position:	Associate Professor	
Email:	pavlos.symeou@cut.ac.cy	

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Research Topic Title:	Family Business and Entrepreneurship/ Innovation	
No. of Openings:	2	
Description:	<p>Introducing a unique opportunity to delve into the intricate world of family businesses and entrepreneurship/ innovation at the Department of Management, Entrepreneurship, and Digital Business at Cyprus University of Technology.</p> <p>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.</p> <p>Join us in unraveling the intricacies of family businesses, while exploring the frontiers of entrepreneurship and innovation that shape the future of business. Embark on a transformative journey of discovery, collaboration, and impact as you pursue your PhD at the Department of Management, Entrepreneurship, and Digital Business at CUT.</p> <p>Our PhD program provides a comprehensive curriculum covering various research methods and tools. The nature of the topic demands full-time commitment to the research area; hence, <u>this post is on a full-time basis</u> only.</p>	
Funding:	Successful applicants will be eligible for teaching and research assistantships, scholarships, and other forms of financial support.	
Required Qualifications:	<p>We are looking for candidates with a strong academic background and high academic performance. They should possess undergraduate and master's degrees from accredited universities in a related field such as entrepreneurship, innovation, business administration/ management, marketing, economics or other closely related studies. Candidates should have a genuine passion for entrepreneurship research with a demonstrable track record of academic excellence, including research projects, publications, or presentations at conferences. 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).</p>	

The doctoral dissertation must be written in English, thus candidates must have a strong command of the language. Non-native English speakers will need to provide English language proficiency scores (e.g, IELTS).

Research Advisor:

Name/Surname: Elias Hadjielias

Position: Assistant Professor

Email: elias.hadjielias@cut.ac.cy

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Research Topic Title:	Innovation, Marketing and/or Entrepreneurship	
No. of Openings:	3	
Description:	<p>These PhD positions are strategically positioned at the intersection of Entrepreneurship, Marketing, and Innovation, offering a unique opportunity to delve into cutting-edge research that seeks to redefine the boundaries of these dynamic fields. Aimed at pioneering scholars with a passion for driving transformative change, the program is designed to explore how entrepreneurial strategies, innovative marketing practices, and groundbreaking innovations can collectively forge new pathways for business growth and societal advancement. Candidates will engage in rigorous academic inquiry, leveraging interdisciplinary methodologies to uncover insights that can propel the commercial and social sectors forward.</p> <p>These positions are open to PhD candidates from diverse academic disciplines who are committed to excellence and aspire to impact both policy and practice by engaging at the crossroads of entrepreneurship, marketing, and innovation.</p> <p>Our PhD program provides a comprehensive curriculum, covering a broad spectrum of research methods and tools. Given the subject matter's demand for dedicated focus, these positions <u>are offered strictly on a full-time basis.</u></p>	
Funding:	Successful applicants will be eligible for teaching and research assistantships, scholarships, and other forms of financial support.	

Required Qualifications:	<p>We are looking for outstanding and motivated junior researchers who have an excellent academic record and exceptional academic achievements. They should possess undergraduate and master's degrees from accredited universities in a related field such as entrepreneurship, innovation, business administration/ management, marketing, economics, or other closely related studies. Candidates should have a genuine passion for entrepreneurship, marketing, and/or innovation research with a demonstrable track record of academic excellence, including research projects, publications, or presentations at conferences. 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, Stata, R, SPSS).</p> <p>The doctoral dissertation must be written in English, necessitating that candidates possess a proficient mastery of the language. Non-native English speakers will need to provide English language proficiency scores (e.g, IELTS).</p>
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Research Advisor:	
Name/Surname:	Michael Christofi
Position:	Lecturer
Email:	Michael.christofi@cut.ac.cy

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Research Topic Title:	The impact of Board Diversity Policies on Corporate Governance and Ethical Practices	
No. of Openings:	1	
Description:	<p>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.</p> <p>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.</p>	
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.	
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).	
Research Advisor:		
Name/Surname:	Isabella Karasamani	
Position:	Lecturer	
Email:	Isabella.karasamani@cut.ac.cy	

Doctoral Vacancy Announcement form

Research Topic Title:	Corporate Social Responsibility (CSR)	
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.	
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	