



Doctoral Vacancy Announcement form

Smart Cities, Class Inequalities and Human Resource Management: Employment Regimes and Urban Transformation

No. of Openings: 1

Description

We invite a candidate with a strong interest in smart cities, digitalisation, class analysis, and Human Resource Management (HRM) to study how “smart city” strategies and digital transformation processes reshape employment regimes and class relations. The study can focus on any of the current leading examples of smart cities (e.g. Copenhagen, Seoul, Singapore, Zurich) or other relevant examples of ‘smart’ urban environments (e.g. New York, Limassol, London, Oslo).

These transformations are underpinned by powerful sociotechnical visions of innovation, competitiveness, automation, and global connectivity.

However, smart urban development is uneven. While some sectors of the economy integrate advanced digital infrastructures, algorithmic management, AI-driven performance systems, and strategic HRM practices, other sectors are left behind, characterised by more informal management styles, limited technological integration, and precarious employment conditions.

This PhD project will aim to investigate one or more relevant areas such as:

- How smart city imaginaries are articulated in policy, corporate discourse, and urban planning.
- How class structures influence the adoption of digital technologies and HRM strategies.



- How different employment regimes coexist within the same urban space.
- How HR practices related to recruitment, training, surveillance, automation, and skills development reproduce or challenge class-based inequalities.
- How digitalisation reshapes employability, learning environments, and access to quality work.

Candidates are expected to have some familiarity and draw on theoretical perspectives from one or more of the following disciplines:

- HRM
- Science and Technology Studies
- Urban Studies
- Organisational Studies
- Human Geography
- Sociology
- Political Economy

The aim is to produce a theoretically robust and empirically grounded account of how smart city strategies impact human relations as they intersect with class dynamics and HRM practices in shaping urban labour regimes.

Methodological Orientation

The project encourages candidates with interest in both qualitative research and digital/computational methods. The successful candidate will adopt an interdisciplinary and methodologically innovative approach, potentially combining:

- Ethnographic fieldwork in workplaces across key sectors (technology, finance, real estate, manufacturing, services).



- Semi-structured interviews with HR professionals, managers, employees, policymakers, and trade unions.
- Critical discourse analysis of urban policy documents, corporate strategies, and HR materials.

Required Qualifications

Required Qualifications:

- A bachelor and a master degree in Social Sciences and Humanities from an accredited university.
- Proven proficiency in oral and written communication skills in English.
- Not in possession of a PhD degree at the date of recruitment.

Relevant required skills:

- Ability to take research initiatives and work collaboratively and individually
- Basic background in qualitative and quantitative research methods.
- Ability to work independently.
- Strong problem-solving skills, attention to detail, and high-quality output.

Optional skills and competencies

- Previous experience in research projects.
- Experience in academic writing.
- Record of scholarly publications.

Applications should be submitted online and include

- Curriculum vitae (CV)
- Research proposal (max 2000 words), outlining your research approach and focus for the advertised topic.



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Student Welfare
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- Letter of motivation/research statement (500 words) explaining why you would like to be part of this project and what you feel you can contribute to this PhD position.
- Copies of bachelor's and master's degrees.
- Copy of English language certificate.
- 2 reference letters
- **(Optional)** Publications and other scientific work, if any.

Funding: Self-funded

Research Advisor:

Name/Surname: George Kokkinidis

Position: Assistant Professor

Email: georgios.kokkinidis@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



Doctoral Vacancy Announcement form

Research Topic Title: Corporate Governance and Mergers & Acquisitions

No. of Openings: 1

Description: Mergers and acquisitions (M&A) constitute one of the most consequential areas of strategic decision-making, corporate control, and organizational transformation. They reshape organizational structures, determine industry evolution, and influence long-term value creation. Yet, despite extensive empirical research, questions remain regarding how corporate governance structures shape acquisition strategies, strategic oversight, and post-merger organizational outcomes.

Existing research has largely emphasized financial performance and deal characteristics, while less attention has been devoted to the governance mechanisms and theoretical logics that underpin acquisition behaviour, boardroom decision-making, and post-merger control. Board dynamics, ownership structures, executive incentives, and shareholder engagement are central to understanding why firms pursue mergers and acquisitions, how such decisions are legitimized, and under what conditions they generate sustainable organizational and societal value.

This PhD project seeks to advance theory at the intersection of corporate governance, strategy, and organizational research by examining how governance arrangements shape strategic decision-making, power dynamics, and value creation in M&A contexts.



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.
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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 Advisors

Name/Surname: Prof. Andreas Petrou & Dr Isabella Karasamani

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Doctoral Vacancy Announcement Form

Digital Transformation

No. of Openings: 1

Description

In an era defined by rapid technological advancement, digital technologies are reshaping how organizations create value and how societies address complex global challenges. Emerging technologies, from artificial intelligence and data-driven systems to digital platforms create new opportunities for organizations and societies. Yet realizing this potential requires more than technical implementation. It involves rethinking organizational processes, developing adaptive capabilities, and aligning technological change with broader economic and societal goals.

This PhD position invites candidates to examine how digital technologies are developed, implemented, and governed within organizations, and how they contribute to business sustainability and growth, and economic and social progress. The PhD opportunity offers flexibility, allowing candidates to tailor their research to their specific interests. Potential research themes include:

- How organizations adapt their structures and processes when adopting new digital technologies
- How firms build and renew digital capabilities to remain competitive
- The design and management of digital business models, platforms, and ecosystems
- How digital technologies shape decision-making, coordination, and internal collaboration
- Organizational culture and employee behavior in digital change processes
- Data governance, ethics, and the broader societal impact of digital technologies



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, management of information systems, innovation, entrepreneurship or computer science. 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) is 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.

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, management of information systems, innovation, entrepreneurship or computer science. 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) is 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.

Applications should be submitted online 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.
- **Copies of bachelor's and master's degrees.** If you have not completed the master's degree, you should provide a transcript of courses completed and your estimated date for the master's degree completion.
- **Name and contact details of two referees.**
- **(Optional) Publications and other scientific work, if any.**

Research Advisor:

Name/Surname: Ariana Polyviou

Position: Lecturer

Email: ariana.polyviou@cut.ac.cy



Doctoral Vacancy Announcement Form

Research Area: Family Business

No. of Openings: 1

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 a highly motivated PhD candidate to explore the dynamic and evolving field of family business research. This PhD opportunity offers flexibility, allowing the successful candidate 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: The candidate should hold undergraduate and master's degrees from accredited universities and demonstrate strong academic performance. A solid academic track record, including research projects, publications, or conference presentations, will be considered an advantage. The candidate should exhibit strong competences in research design, quantitative and/or qualitative data collection and analysis, and be familiar with statistical or qualitative data analysis software (e.g., NVivo, SPSS).

Motivation letter: A concise statement (maximum 500 words) explaining the candidate's interest in family business research, career goals, and motivation for pursuing a PhD at our institution.

Innovative Research proposal: A research proposal (maximum 1,000 words) including a description of the proposed topic, research questions, brief literature review, and methodology. The proposal should clearly outline its expected contribution to the family business field.

Curriculum vitae (CV): A detailed CV outlining educational background, research experience, and any relevant publications or projects.

Reference letters: At least two (2) reference letters from academic or professional referees.



English Language certificate: Since the doctoral program and thesis are conducted in English, strong English proficiency is required. Acceptable evidence includes G.C.E / I.G.C.S.E (minimum grade C), IELTS (minimum 6.5), TOEFL (minimum 580 paper-based / 82 internet-based), or graduation from an English-language university program.

Funding:

The University provides funding opportunities for postgraduate students in exchange for assisting with departmental needs. Duties may include teaching assistance, tutoring, exercise instruction, and grading. Monthly remuneration can reach up to €683 for a maximum of 8 hours per week (pro rata for fewer hours). Additional opportunities include: (a) Teaching Assistant positions (subject to announcement), (b) Research Collaborator positions (subject to departmental needs), (c) Academic Excellence scholarships (full tuition coverage and stipend, subject to terms and conditions), (d) Tutorial support positions through the Student Development Center, and (e) Hourly Student Employment opportunities

Furthermore, every doctoral student is eligible to apply for a grant of up to €1,000 to support participation (oral or poster presentation) in scientific conferences.

Research Advisor:

Dr Elias Hadjielias

Assistant Professor

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