

Position Description

1. General Information

Name of the position	Organising for Regenerative Futures
Foreseen enrolment date	September 2025
Position is funded by	<ul style="list-style-type: none"> • COFUND, Marie Skłodowska-Curie Actions (MSCA), Horizon Europe, European Union • LUT University • RMIT University
Research Host	LUT University
PhD awarding institutions	LUT University & RMIT University
Locations	Primary: Lappeenranta, Finland Secondary: Melbourne, Australia
Salary	32 600 EUR annual gross salary (2 716 EUR monthly gross salary)
Supervisors	<ul style="list-style-type: none"> • Juha Väättänen, Professor, LUT University • Ekaterina Albats, Post Doctoral Researcher, LUT University • Wendy Steele, Professor, RMIT University • Anne Kallies, Associate Professor, RMIT University
Group of discipline	Business & Management, Regenerative Futures

2. Research topics (only one of these projects will be funded)

Project 1: Transformation and Change Management for Regenerative Futures

This research focuses on transformational strategies to lead organizations and societies towards sustainable, regenerative futures. The doctoral candidate will explore change management processes that balance ecological, economic, and social factors. By examining systemic change at multiple levels, from local communities to global systems, the research aims to identify barriers and facilitators to sustainable practices. The candidate will develop frameworks that integrate traditional and innovative methods to create adaptive systems capable of enduring changes. The role of leadership, organizational culture, and governance in fostering regenerative practices will be critically assessed. The aim is to generate actionable insights into effective change management for sustainability, with potential applications in policy, industry, and community practices. This topic provides an opportunity to contribute to vital sustainability research, impacting real-world ecological and social challenges.

Supervisors: Juha Väättänen (LUT), Ekaterina Albats (LUT), Wendy Steele (RMIT), Anne Kallies (RMIT)



Research Fields: Regenerative futures, Change Management, Sustainability.

Project 2: *Orchestrating Collaborative Solutions for Regenerative Futures*

This research focuses on studying collaborative solutions, which engage multiple stakeholders for fostering regenerative outcomes. The doctoral candidate will explore how different sectors, including public institutions, private enterprises, non-governmental organizations, and civil society, can work together to achieve shared sustainability goals. By investigating collaborative models, the aim is to understand the dynamics of partnership across diverse stakeholder groups and the role of governance structures in supporting these collaborations. By analysing successful case studies of collaborative efforts, the research will identify key factors that contribute to their success and the challenges that hinder effective collaboration. This will include a focus on how technological innovations and data-driven strategies can enhance coordination and decision-making processes among participating entities.

The goal of this research is to provide scalable solutions that can be implemented in different contexts to promote regeneration. The candidate will have the opportunity to contribute significantly to the field of sustainable development by exploring how collaborative efforts are structured and executed. This work will have broad implications by influencing policy development, organizational practices, and community initiatives towards achieving regenerative futures.

Supervisors: Juha Väättänen (LUT), Ekaterina Albats (LUT), Wendy Steele (RMIT), Anne Kallies (RMIT)

Research Fields: Sustainable Development, Collaborative Solutions, Regenerative Futures

Project 3: *Novel Methodologies for Regenerative Futures*

This research focuses on developing and testing innovative methodologies that support regenerative practices for sustainable futures. The doctoral candidate will investigate cutting-edge approaches in data collection, analysis, and simulation that can predict and enhance the efficiency of regenerative strategies. This includes exploring interdisciplinary methods, combining environmental science, economics, and social research to provide a holistic view of sustainability impacts. The doctoral candidate will evaluate how novel technologies, such as artificial intelligence, and their applications can be utilised to better understand and solve complex environmental challenges.

Part of this research will also focus on refining these methodologies to ensure they are robust, scalable, and adaptable to various ecological and social contexts. Through this research, the candidate will contribute to pioneering a new frontier in sustainability studies, offering novel tools and techniques that stakeholders can use to foster ecological restoration and economic resilience. This position provides an exciting opportunity to be at the forefront of scientific and technological advancements in sustainability, impacting policy, industry, and community initiatives worldwide.

Supervisors: Juha Väättänen (LUT), Ekaterina Albats (LUT), Wendy Steele (RMIT), Anne Kallies (RMIT)

Research Fields: Sustainability Studies, Innovative Methodologies, Regenerative Futures



3. Employment Benefits and Conditions

LUT University offers a 48-month full time work contract (12-month term, extended for 36 months provided that the studies progress satisfactorily). There is a probation period of 6 months and the annual workload for researchers is 1,612 hours / year.

The remuneration, in line with the European Commission rules for Marie Skłodowska-Curie grant holders, and in line with the General collective agreement for Finnish universities, will consist of a **gross annual salary** of est. 32 600 EUR (excl. holiday bonus) with salary increases up to 44 700 EUR as the studies proceed. Of this amount, the estimated first year **net salary*** to be perceived by the researcher is 2 080 EUR per month. However, the definite amount to be received is subject to national tax legislation.

For more information on Finnish taxation visit here https://www.vero.fi/en/individuals/tax-cards-and-tax-returns/tax_card/tax-percentage-calculator/.

**Net salaries can fluctuate in accordance with an individual's personal circumstances (marital status, age, disability, family and dependents, etc. The above indicative net salaries offer an approximation of what a single person in their early 20s could expect to receive in their bank account after taxes.)*

Benefits include

- Becoming a Marie Skłodowska-Curie fellow and be invited to join the Marie Curie Alumni Association
- Access to all the necessary facilities at LUT University and RMIT University
- Tuition fees exemption at both PhD awarding institutions
- Travel allowance to cover flights and accommodation for participating in DREAM+PLAN events
- Up to 12 months in Australia
- Occupational health care
- Paid sick leave for a limited period
- Holiday bonus
- 6 weeks paid holiday + Finnish public holidays (all together about 8 weeks).
- Social security coverage

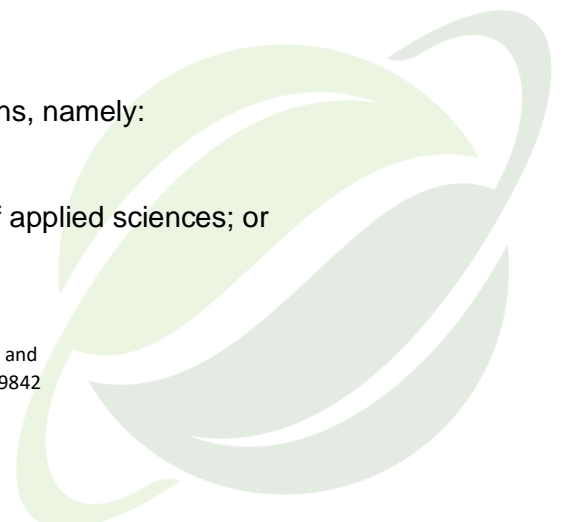
4. PhD enrolment

Successful candidates for this position will be enrolled by the following institutions and must comply with their specific entry requirements, in addition to DREAM+PLAN's conditions.

LUT University

To enrol in a Doctorate program you must meet the general conditions, namely:

- a relevant Master's degree awarded by a university
- a relevant Master's degree awarded by a university of applied sciences; or



- a relevant applicable study programme abroad which in the awarding country gives eligibility for the corresponding level of higher education.

International degrees:

- The degree has to be an official or recognised degree in its country of origin.
- As a rule, at least four-year education is required including a Master's thesis or corresponding final thesis.
- In all cases the doctoral programme in question considers case by case whether degrees earned abroad provide a sufficient foundation for postgraduate studies at LUT University.
- The precondition for the recognition of European degrees is that the degree is a university degree combination earned in accordance with the Bologna Process principles (3+2 years). The applicant is required to submit information in English (for example a Diploma Supplement) on the scope and the level of the degree/s obtained abroad when applying to LUT.
- If you apply for the right to study for a doctoral degree with an international degree please contact LUT Doctoral School for additional instructions before submitting study right application documents.
- **Economics and Business Administration:** One-year (60 ECTS credits) MBA-degrees do not generally qualify for doctoral studies. Candidates with an MBA-degree and their eligibility to apply will be considered case-by-case.

More information: <https://www.lut.fi/en/research/doctoral-school>

RMIT University

Visit the website: <https://www.rmit.edu.au/research/research-degrees/how-to-apply>

