



CALL FOR APPLICATIONS FOR DOCTORAL RESEARCHER POSITIONS AND STUDY RIGHTS AT THE DOCTORAL PROGRAMME OF TURKU SCHOOL OF ECONOMICS

The Doctoral Programme of Turku School of Economics (TSE) invites applications for
fixed-term Doctoral Researcher positions starting from 1 January 2025
AND

applications for the right to study for a Doctor of Science in Economics and Business Administration,
Doctor of Social Sciences or Doctor of Philosophy degree at Turku School of Economics.

1. The Doctoral Programme of Turku School of Economics

[The Doctoral Programme of Turku School of Economics](#) is a part of [the University of Turku Graduate School \(UTUGS\)](#). The programme aims at training of experts for the needs of business, society, and the academic community. It offers scientific researcher training to solve relevant, current and anticipated problems related to business, economy and society. The programme is responsible for doctoral training in the fields of Business Administration, Economics and Futures Studies at the University of Turku.

In its research and teaching portfolio, the programme covers a multitude of disciplines related to business and economy. Instruction is offered in the following subject areas:

- Accounting and Finance with two specialization areas:
 - i. Financial Accounting and Management Accounting or
 - ii. Finance
- Accounting and Finance, Pori
- Management and Organization
- Management and Organization, Pori
- Marketing
- Marketing, Pori
- Entrepreneurship
- Entrepreneurship, Pori
- International Business
- Operations & Supply Chain Management
- Economic Geography
- Economics
- Business Law
- Quantitative Methods in Management
- Information Systems Science
- Futures Studies
- Health Economics (apply through [the Doctoral Programme in Clinical Research](#))

The doctoral researchers will follow a four-year doctoral programme, conducting research in an international, multidisciplinary and widely networked environment. Turku School of Economics is known for four distinctive profile areas in research: entrepreneurship, management control, networks in business, and economic policy and markets. A strong emphasis is on the themes of foresight and responsibility.

For additional information on the profile areas in research at Turku School of Economics, please visit [TSE's research webpages](#).

Doctor of Science in Economics and Business Administration, and Doctor of Philosophy degrees can be completed in all majors. In addition, Doctor of Social Sciences degree can be taken in the major of Economics and Health Economics (all students majoring in Health Economics belong to [the Doctoral Programme in Clinical Research](#), please apply through that programme if interested in majoring in Health Economics). At Turku School of Economics, possible major subjects in Pori are Accounting & Finance, Entrepreneurship, Marketing and Management & Organization. Turku and Pori campuses are located in different cities so please think carefully where you apply to.



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2. Application period

The application period is **28 August – 13 September 2024**.

3. What you can apply for

- a) a fixed-term Doctoral Researcher position (starting 1 January 2025) or
- b) the right to study for a doctoral degree at Turku School of Economics (starting 1 January 2025) or
- c) both of the above (a and b)

a) fixed-term Doctoral Researcher positions

The position of a Doctoral Researcher is set to begin on 1 January 2025 at the earliest and for the duration of a maximum of four years (up to 31 December 2028). The positions are intended for full-time doctoral dissertation research and doctoral studies. The right to pursue a doctoral degree at Turku School of Economics is a precondition for receiving a fixed-term Doctoral Researcher position. The position may be granted for a maximum of four years based on the prior funding granted for pursuing a doctoral degree and stage of the applicant's doctoral dissertation and postgraduate studies. Duties other than those related to doctoral dissertation research must not compromise the full-time doctoral dissertation research. As a rule, up to 5% (a maximum of about 80 hrs per academic year) of the annual working time of the Doctoral Researcher can consist of teaching. The 5% rule does not apply to such teaching given by the doctoral researcher which can be embedded in the doctoral degree as ECTS credits. The teaching duties are related to the Doctoral Researcher's own field of research where possible. A doctoral researcher position requires living in Finland for the duration of the employment contract.

The salaries are determined in accordance with the University salary system for teaching and research personnel. It consists of a task-specific salary component and a personal performance salary component. The task-specific salary component of a doctoral researcher is at level 2–4, depending the progress of the doctoral project. The personal performance component, added on top of the task-specific base salary is also paid. For a doctoral researcher, the salary will be commensurate with qualifications and experience and will be approximately 2400–3300 €/month, depending on the progress of the doctoral project. The position has a probationary period of six months. The Doctoral Researchers work at the departments and other units at TSE.

b) the right to study for a doctoral degree at Turku School of Economics

Turku School of Economics offers the degrees of Doctor of Science in Economics and Business Administration, Doctor of Social Sciences and Doctor of Philosophy. Eligibility for the different degrees is determined by the applicant's educational background. The applicants are required to have at least 60 ECTS of previous studies *in the major of the doctoral degree*, of which 18 ECTS must be advanced studies, a minimum grade "very good" for the Master's thesis, and at least a grade of "very good" for the major subject (the equivalent of 4/5).

For those who apply for the right to study for a doctoral degree, TSE will evaluate 1) the quality of the research plan, 2) the suitability of the research topic in relation to the research profile and expertise of the major subject and its faculty, and 3) the applicant's prior academic performance and possible scientific merits. [The selection criteria for postgraduate studies at Turku School of Economics](#) are presented in detail on the website of Doctoral Training at Turku School of Economics.

To receive the right to study, the applicant needs to have a higher university degree and an approved research plan. The right to study granted in this application round will begin on 1 January 2025.

c) both of the above (a and b)



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4. Who may apply

4.1 Doctoral Researcher positions can be applied for by...

- a) Persons who have an active right to study for a doctoral degree at Turku School of Economics.
- b) Persons who have not yet been granted the right to study for a doctoral degree at Turku School of Economics, but fit the profile of the doctoral programme and meet the eligibility criteria for the right to study for a doctoral degree (Finnish Universities Act 558/2009, Section 37). As the right to study for a doctoral degree is a precondition for receiving a Doctoral Researcher position funded by the university, the applicant must apply for both the right to study for a doctoral degree as well as a Doctoral Researcher position in this application round. The degree that gives eligibility for applying for the right to study for a doctoral degree must be granted by the end of the application period, 13 September 2024.

Persons who already have a doctoral degree or who have received funding for completing a doctoral degree equivalent to the amount of 4 years of full-time research cannot be selected for a Doctoral Researcher position.

According to Section 39 of the University of Turku Rules of Procedure, a person selected for the position of a Doctoral Researcher is required to have a higher university degree and must have an accepted research plan. In addition, when acquiring his or her degree or otherwise, he or she is required to have demonstrated the ability and motivation to undertake postgraduate studies and the capacity to complete a doctoral degree in accordance with the research plan.

4.2 The right to study for a doctoral degree at Turku School of Economics can be applied for by...

Persons who meet the eligibility criteria for the right to study for a doctoral degree, as stipulated in the Universities Act (558/2009, Section 37), as well as [the selection criteria for postgraduate studies at Turku School of Economics](#). The degree that gives eligibility for applying for the right to study for a doctoral degree must be granted by the end of the application period, 13 September 2024.

5. Applying

Please note that when applying for both the right to study and a fixed-term doctoral researcher position, you will need to fill in the application with the required attachments to the separate online systems. The right to study for a doctoral degree is applied for by filling in an electronic form in the My Studyinfo service and the fixed-term doctoral researcher positions are applied for by filling in an electronic form in the University of Turku recruitment system (TalentAdore). For both applications you will need to attach the required additional documents (in pdf form). Application documents are specified at the end of this call for applications (Appendix 1). Applicants will be notified separately if they are invited to an additional interview.

A link to the study right application form will be made available at <https://www.utu.fi/en/research/utugs/how-to-apply/call-for-applications>. The form will be accessible as the application period begins on 28 August 2024 and will close at 16:00 pm (local time in Finland) on 13 September 2024. During one application round the applicant may apply to a maximum of two doctoral programmes at the University of Turku. You can only have one valid study right at a time for a doctoral degree at the University of Turku.

In My Studyinfo service, you can only apply for right to study a doctoral degree. If you also want to apply for a fixed-term doctoral researcher position under an employment contract, you must apply for that position separately in TalentAdore, the recruitment system of the University of Turku. The positions are announced at the beginning of the application period in the Open Vacancies at the University of Turku website and on the website of the Graduate School at <https://www.utu.fi/en/research/utugs/how-to-apply/call-for-applications>. The form will be accessible as the application period begins on 28 August 2024 and closes at 4 pm (local time in Finland) on 13 September 2024.

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The application and the additional attachments and enclosures should be written in English when applying for a fixed-term Doctoral Researcher position and the right to study for a doctoral degree related to the fixed-term position, because international experts are involved in the assessment of the applications. The degree certificate/diploma and transcript of records may be in Finnish or Swedish. If you apply solely for the right to study for a doctoral degree, the application and the required attachments may be written in Finnish.

The application must be submitted online no later than Friday, 13 September 2024. The application form in the application system will close at 16:00 pm (local time in Finland). Submitting the application after that is not possible.

During the selection process the applicant may be asked for additional information. The application documents will not be returned to the applicant.

6. Assessment of the applications

6.1 Fixed-term Doctoral Researcher positions

After a screening based on the eligibility and selection criteria related to the right to study for a doctoral degree, the major subjects assess the applications. They may also interview the applicants. Based on the assessment, the best applications are evaluated by a board consisting of national and international experts from TSE and other universities. Before this, the research plans will be checked with the *Turnitin OriginalityCheck* plagiarism detection software in accordance with the University of Turku quality assurance system.

The evaluation and selection criteria are as follows:

1. The right to study for a doctoral degree at Turku School of Economics, or meeting the eligibility and selection criteria at issue
2. The quality of the research plan
3. Academic performance and scientific merits
4. The progress of studies and research to this date as other complementary criteria

The final selection will be based on a comprehensive evaluation of applications (not on a single criterion) since the applicants can be at very different stages of their doctoral dissertation process. Any other funding received by the applicant for doctoral studies is taken into consideration when determining the duration of the Doctoral Researcher position.

The Head of each Department at the Turku School of Economics will decide on recruitment of the applicants for the position of a Doctoral Researcher based on the proposal of the Steering Committee of the Doctoral Programme of TSE by the end of November 2024. All applicants will be personally informed about the decisions. The names of the applicants who have been selected for the position of a Doctoral Researcher will be announced on the website of the doctoral programme by the end of November 2024.

6.2 The right to study for a doctoral degree

Applications are assessed based on [the eligibility and selection criteria for postgraduate studies at TSE](#). After a screening based on eligibility, the applications are assessed by the major subjects and the Steering Committee of the Doctoral Programme of TSE. The admission decisions for postgraduate studies are made by the end of November 2024. The right to study for a doctoral degree is granted by the Dean of Turku School of Economics based on the proposal of the Steering Committee of the Doctoral Programme of TSE. All applicants will be personally informed about the decisions.

According to the Universities Act (558/2009), Section 82, and the University of Turku Regulation on Studies, if an applicant is dissatisfied with the result of the student selection (right to study for a doctoral degree), he/she



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has the right to submit an application for the rectification of the decision to Turku School of Economics within 14 days of the official publishing of the results.

7. Accepting the study place

An admitted applicant has to notify the University of Turku of his/her acceptance of the study place by 3:00 pm (local time in Finland) on 13 December 2024 according to the instructions given in the admission notification. If the admitted applicant does not give the notification by the end of the allotted time period mentioned above, he/she forfeits the study place. A person admitted to more than one university or polytechnic degree programme only notifies the one educational institution at which he/she accepts the study place. Notification, i.e. accepting a study place, is binding and may not be cancelled or changed later.

According to Finnish university legislation, a student may accept only one study place leading to a higher education degree in Finland during one academic term (autumn term 1 Aug–31 Dec or spring term 1 Jan–31 Jul). This rule applies to all higher education, i.e. Bachelor and Master level degrees awarded by Finnish universities of applied sciences, Bachelor and Master degrees awarded by Finnish universities, and Licentiate and Doctoral degrees awarded by Finnish universities. This regulation is not applied to study rights received in transfer student selections, from the Åland University of Applied Sciences, from the Police University College, and from institutions of higher education outside Finland.

The applicants who have completed their prior degree in a country other than Finland and who are granted a study right in this call need to deliver either the original degree certificates or certified copies of the original degree certificates and their translations to the University of Turku as instructed in the admission notification by 7 March 2025 at the latest. If the admitted applicant does not deliver the required certificates by the deadline, they forfeit the study right. Instructions on delivering certificates and country-specific requirements are available at <https://www.utu.fi/en/study-at-utu/accepted-students/original-documents>.

8. Appeal for rectification

If an applicant is dissatisfied with the result of the student selection (right to study for a doctoral degree), they have the right to submit an appeal for the rectification of the decision to Turku School of Economics within 14 days of the official publishing of the results. The appeal must be made in writing and must include detailed grounds for rectification. The appeal must be sent to the following address: Turku School of Economics, Registry, FI-20014 University of Turku, Finland, or tse-asiakirjat@utu.fi.

9. Additional information

Doctoral programme of Turku School of Economics (www.utu.fi/tse-doctoralprogramme),
Doctoral Programme Coordinator, tel. +358 29 450 3890, tse-doctoralprogramme@utu.fi



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Appendix 1. Description of the application documents

Applicants should prepare the following documents and attach them to the electronic application form according to the instructions on filling in the application form. The instructions will be published at the latest in the beginning of the application period on the webpages of the Doctoral Programme of TSE.

The applicant must deliver all required documents by the end of the application period. Any late submissions will not be processed.

a) Application for a fixed-term Doctoral Researcher position under an employment contract

Please fill the electronic application form on TalentAdore and attach the required application documents into it, if not otherwise stated. Please make sure that all attachments are of good quality, are easy to read, full-colour scans or photographs of the complete required document. The application documents should be in pdf-format. Attachments that do not meet these requirements may be rejected.

Attachments required in the electronic application system:

1. **Research plan**, including a realistic funding plan and schedule for the research and studies (max 10 pages (excl. cover and list of references), Times New Roman 12 pt, line spacing 1.5) in PDF format

By attaching the research plan to the application form, the applicant gives permission to check the research plan with *Turnitin OriginalityCheck* software (a system for electronic plagiarism detection). Useful information on preparing your research plan is available on the Doctoral training website of TSE: <https://www.utu.fi/en/university/turku-school-of-economics/research/doctoral-training/applying>.

Please include a paragraph at the end of your research plan about the use of artificial intelligence (AI) in composing your research plan. If artificial intelligence has been utilized, a detailed description of its use is required. Failure to disclose the use of artificial intelligence will be considered academic misconduct.

2. **Curriculum Vitae** (please follow the instructions of the Finnish National Board on Research Integrity and the Academy of Finland: <https://tenk.fi/en/advice-and-materials/template-researchers-curriculum-vitae>)
3. **List of Publications** (<https://www.aka.fi/en/research-funding/apply-for-funding/how-to-apply-for-funding/az-index-of-application-guidelines2/list-of-publications/>)
4. **Transcript of records** for your postgraduate studies, and copies of the degree certificate and transcript of records of your Master's degree

NB! The application documents should be written in **English** when applying for a fixed-term Doctoral Researcher position because international experts are involved in the assessment of the applications. The degree certificate/diploma and transcript of records may also be in Finnish or Swedish. The application form can be filled in in English or Finnish.

A person selected for the position is required to have an active right to study in the TSE doctoral programme. If you have not yet been granted a right to study, you must also apply for a right to pursue a doctoral degree in the TSE doctoral programme by filling in an electronic form in My Studyinfo service.



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b) Application for the right to study for a doctoral degree at Turku School of Economics

Please fill the electronic application form on My StudyInfo and attach the required application documents into it, if not otherwise stated. Please make sure that all attachments are of good quality, are easy to read, full-colour scans or photographs of the complete required document. The application documents should be in pdf-format. Attachments that do not meet these requirements may be rejected.

Attachments required in the electronic application system:

1. **Research plan**, including funding plan and schedule for the research and studies (max 10 pages (excl. cover and list of references), Times New Roman 12 pt, line spacing 1.5) in PDF format

By attaching the research plan to the application form, the applicant gives permission to check the research plan with *Turnitin OriginalityCheck* software (a system for electronic plagiarism detection). Useful information on preparing your research plan is available on the Doctoral training website of TSE: <https://www.utu.fi/en/university/turku-school-of-economics/research/doctoral-training/applying>.

Please include a paragraph at the end of your research plan about the use of artificial intelligence (AI) in composing your research plan. If artificial intelligence has been utilized, a detailed description of its use is required. Failure to disclose the use of artificial intelligence will be considered academic misconduct.

2. **Curriculum Vitae** (please follow the instructions of the Finnish National Board on Research Integrity and the Academy of Finland: <https://tenk.fi/en/advice-and-materials/template-researchers-curriculum-vitae>)
3. **List of Publications** (<https://www.aka.fi/en/research-funding/apply-for-funding/how-to-apply-for-funding/az-index-of-application-guidelines2/list-of-publications/>)

4. **Letter of motivation**

The application must include a one-page letter of motivation. In the letter, the applicant must state why they are applying specifically to Turku School of Economics and to the chosen major subject, and what novelty value the intended research would bring to the scientific field. The letter must also include the applicant's reflections on their professional aspirations.

5. **Degree certificates and transcripts of study records**

A. If the applicant has completed the former degree(s) which make them eligible for doctoral studies at a university in Finland, the scanned degree certificates, the transcripts of study records and other educational documents which may be of relevance in the student selection must be attached to the electronic application form.

B. If the applicant has completed the former degree(s) which make him/her eligible for doctoral studies at a university abroad (i.e. outside Finland), s/he must attach the following items to the electronic application form:

- scanned original degree certificates (in the same language as the degree was completed in)
- scanned original transcripts of study records (in the same language as the degree was completed in)
- scanned other original educational documents which may be of relevance in the student selection
- If the original degree certificates and other educational documents are not written in English, Finnish or Swedish, official translations to one of these languages must also be submitted. **An official translation here refers to a translation of the educational documents issued by the awarding institution or a translation made by an authorized translator.** A transcript in



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English can be replaced by a Diploma Supplement awarded by a European educational institution if it contains the information about completed courses and other study attainments.

Those applicants who have been granted a right to study and who have completed their prior degree abroad have to submit either the original degree certificates or certified copies of the degree certificates and other educational documents and the official translations of the documents to the University of Turku as instructed in the admission notification by 7 March 2024 at the latest. If the admitted applicant does not deliver the required certificates by the deadline, they forfeit the study right. Instructions on delivering certificates and country-specific requirements are available here: <https://www.utu.fi/en/study-at-utu/accepted-students/original-documents>.

6. Copy of a valid passport

Attach a copy of your valid passport or official identification card with photo and information on citizenship. If you have a Finnish personal identity code and you have entered it on the application form, you do not need to attach a copy of your passport

7. Possible **reference letters** in PDF format (can also be sent directly to tse doctoral programme (a) utu.fi by the referees)

8. Verification of language proficiency

The University of Turku follows the Rector's decision on the means of verifying one's language proficiency. See the language requirements on the webpage of the university's graduate school: <https://www.utu.fi/en/research/utugs/how-to-apply/language>

If the applicant is required to prove their language proficiency with a language test, a scanned certificate of a completed language test must be attached to the application.

9. **If the applicant has a right to study for a doctoral degree at another university or in another doctoral programme at the University of Turku, the applicant must provide reasons for changing over to the Doctoral Programme of Turku School of Economics.** If any materials collected during the previous dissertation process are planned to be used in the dissertation, the applicant must submit a free-form account showing that he/she has the right to use the materials. A student may hold only one doctoral degree study right at the University of Turku at a time.

NB! The application documents should be written in **English** when applying for a fixed-term Doctoral Researcher position and a right to study for a doctoral degree related to the fixed-term position, because international experts are involved in the assessment of the applications. The degree certificate/diploma and transcript of records may also be in Finnish or Swedish. The application form can be filled in in English or Finnish. If you apply solely for the right to study for a doctoral degree, the application and the required attachments may be written in Finnish.

In My Studyinfo service, you can only apply for right to study a doctoral degree. If you also want to apply for a fixed-term doctoral researcher position under an employment contract, you must apply for that position separately in the University of Turku recruitment system TalentAdore.