

**PhD Scholarship Opportunity**

**“Identifying and Managing Capabilities for Effective Organisational**

**Knowledge Management*”***

**Project Outline**

In an increasingly competitive knowledge economy, it has been recognised that organisations of all scale can achieve a competitive advantage through effective knowledge management. Knowledge management not only provides organisations with information but also enables collaborations for creative problem-solving, employee development and innovation. Knowing that knowledge is a key organisational asset, companies expend resources to create, capture, share, and use information to enhance individual, team, and firm performance. Effective knowledge management nurtures competitive advantage through developing rare, inimitable and non-substitutable knowledge that is often embedded within the specific context of the organisation. The capabilities of knowledge management facilitate an organisation to dynamically adapt to external disruption and create innovations that support sustainability and growth. Thus, it is important for all organisations to develop the capabilities and processes to create, accumulate, protect, and leverage such knowledge.

While accepted that knowledge management capabilities (including technical, structural, and cultural) enable organisational sustainability and growth, little is known on what these capabilities are, how they develop within an organisations or the relationship with the synergistic research fields of dynamic capabilities, innovation management and human resource management. Enhanced research will inform our understanding of sources where organisations might seek out relevant knowledge, how knowledge sharing between individuals can be nurtured and how this knowledge can be absorbed and applied for organisational and societal advantage. Thus, given its competitive importance for industry and wider society, it is timely to undertake this research. Issues such as the micro-foundations of knowledge capabilities to support the dynamic capabilities of sensing, seizing and transforming or the mitigating effect of absorptive capacity and entrepreneurial leadership on knowledge management processes are just a sample of the rich research avenues open for the successful candidate to explore in their doctoral research.

**Requirements**

Applicants must be from the European Union and have a good primary degree (First or Upper Second Class Honours) in an appropriate discipline (e.g., Business Management, Psychology, Human Resource Management, Entrepreneurship or other relevant degree). An MSc in appropriate discipline would be preferable, though not essential. The successful candidate should be self-motivated and have a keen interest in entrepreneurship, innovation management and HRM.

If English is not your first language you will need to satisfy the English language requirement:

 IELTS: 6.5 - with no individual section lower than 5.5

* TOEFL: 90 - with minimum scores as follows: Listening - 17; Reading - 18; Speaking - 20; Writing - 17

**Scholarship Details**

The PhD Scholarship is a research project supported by the Department of Management and Marketing of Cork University Business School (CUBS), University College Cork (UCC). The student will work under the supervision of Dr. Lawrence Dooley and Dr. Stefan Jooss in the Department of Management and Marketing and the scholarship is envisaged to commence on 1st July 2021.

The scholarship funding is €16,000 per annum (subject to satisfactory progress in studies each year) and also includes University fees of up to a maximum of €5,570 per annum and is tenable for 4 years.

The successful applicant will receive a laptop for the duration of the scholarship, be provided with appropriate desk space, as well as being able to access funding to support registration and travel costs for appropriate conferences. The successful applicant will be offered the opportunity to gain teaching experience. The appointee will be provided with learning and networking opportunities to attain the highest standards of research excellence and support his/her career development.

**Further Information/Applications**

Please contact either of the following for more information and guidance regarding the scholarship and making an application:

Dr. [Lawrence Dooley](https://www.cubsucc.com/faculty-directory/dr-lawrence-dooley/), Cork University Business School, Cork, University College Cork

Email: L.Dooley@ucc.ie

Dr. [Stefan Jooss](https://www.cubsucc.com/faculty-directory/Stefan-Jooss/), Cork University Business School, Cork, University College Cork

Email: Stefan.Jooss@ucc.ie

**Application Procedure**

Submit an electronic copy of the completed application form, detailing a research proposal aligned with the project brief provided above. Your application should be accompanied by a Curriculum Vitae (including the contact details of two referees) and a letter of interest simultaneously to: Dr. Lawrence Dooley L.Dooley@ucc.ie and Dr. Stefan Jooss Stefan.Jooss@ucc.ie.

The successful scholarship awardee will then have to submit a formal application through the University application system where qualifications will need to be validated.

**Closing Date**

Friday, 30th April 2021. Interviews for shortlisted candidates will take place in mid May 2021.