

**CRIMT POSTDOCTORAL RESEARCH FELLOW — ‘Social Innovation Processes in and around Multinational Companies: The Role of Social Activists and their Transnational Networks’**

**Location:** Université de Montréal, Canada

**Post Type:** Full Time, 18-24 months

**Closing Date:** 10 May 2021 (candidates will be considered until position is filled)

**Reference:** CRIMT Postdoc SI-MNCs 2021

**Job description**

The Interuniversity Research Centre on Globalization and Work (CRIMT – [www.crimt.net](http://www.crimt.net)) is seeking applications for a Postdoctoral Research Fellow. The primary focus is a Trans-Atlantic Platform – Social Innovation (TAP-SI) funded project, entitled ***Social Innovation Processes in and around Multinational Companies: The Role of Social Activists and their Transnational Networks***. This international project aims to understand and assess social innovation in multinational companies to address inequality and other social issues. The secondary focus will be to participate in the CRIMT research program on ***Institutional Experimentation for Better Work*** (<http://www.crimt.net/en/a-propos-2/>).

Multinational companies (MNCs) are engaged in an increasing range of initiatives to address social issues in healthcare, educational and skill ecosystems, core labour rights, discrimination based on gender, race, sexual orientation and disability or the marginalization of migrants and indigenous peoples. With heightened inequality across the globe, multinational companies are being challenged to play a more significant role and to develop and adapt innovative practices across borders and along their supply chains. This project concerns how different types of social activists (within and outside of MNCs) in three developed economies (the UK, the Netherlands and Canada) and two emerging economies (Brazil and Mexico) instigate, spread and sustain social innovations, which resources and skills they deploy, the impacts they achieve and the conditions associated with these results.

The broader **CRIMT International Partnership on Institutional Experimentation for Better Work** focuses on the disruption of traditional forms of regulation of work, how actors are engaged in experimentation about the governance of work, their claims on public policy, how these processes lead to better and worse work, and how particular capabilities and resources contribute to new forms of regulation and better work. These experiments are likely to shape our economies and communities of the future. Our TAP-SI project on MNCs is part of this broader research program.

As a Postdoctoral Research Fellow, you will complement our inter-disciplinary research team consisting of experts in industrial relations, law, international management, human resource management, policy analysis, political science, economics and the sociology of innovation. The participating researchers for the TPA-SI project are located at Loughborough University London (UK), the University of Montreal (Canada), Radboud University (Netherlands), El Colegio de la Frontera Norte – COLEF (Mexico), and the University of São Paulo (Brazil). You will work with the international research team and particularly with the other postdoctoral or research fellows in the different national teams on this TAP-SI project. You will also work with the CRIMT Director and staff on the Institutional Experimentation for Better Work project.

## Requirements

- You hold a PhD degree in the social sciences or related domains (e.g. industrial relations, law, sociology, political science, management, geography), preferably with a focus on MNCs, social innovation and/or social activism. Candidates who have submitted their thesis are also welcome to apply.
- You have knowledge and, preferably, experience of field research in these areas (multinational-stakeholder engagement, MNC and stakeholder strategies on social issues, CSR, social movements in a comparative perspective).
- You have a keen interest in social activism/social movements, social inclusion and social impact.
- You have a demonstrated ability to conduct data collection and analysis. In particular: qualitative research (e.g. interviews, focus groups, ethnography) and analysis (Qualitative Comparative Analysis – QCA, software analytics - Nvivo, Atlas.ti).
- You are experienced in academic writing, as evidenced by your current publication program.
- You are fluent in English (spoken and written) and French (spoken).
- You have strong social skills and the ability to effectively communicate with different stakeholders.
- You feel comfortable working in an interdisciplinary and an international collaborative research team.
- You are able to work creatively, flexibly, and independently.
- Candidates meeting these criteria are welcome to apply.

## Funding

Funding from two sources covers the salary of a Postdoctoral Research Fellowship. You will eventually (post-Covid) receive research support to cover field and research exchange with the larger research team in the Netherlands, the UK, Canada, Brazil and Mexico and to present your work in international conferences and project-related workshops. Although required to be in residence during the appointment, remote work will be an option until sanitary conditions permit location at the Université de Montréal.

## Employer

You will be located in the Interuniversity Research Centre on Globalization and Work (CRIMT) and the School of Industrial Relations at the Université de Montréal.

CRIMT brings together 180 specialists in industrial and labour relations, labour and employment policies, human resource management, international management, labour law and geography in more than a dozen countries. CRIMT focuses on the theoretical and practical challenges of institutional and organizational renewal in the areas of work and employment in the global era. Our research program mobilizes an International Partnership of 20 world-class research centres and institutes at the crossroads of several disciplines, research traditions and themes.

The École de relations industrielles at Université de Montréal ([ÉRIUM](#)) is a major centre for the interdisciplinary study of work and employment with multiple undergraduate and graduate programs focuses on work and employment (HRM, labour relations, labour law,

labour markets, public policies on work, health and safety at work, digital transformations, trade union renewal, equality at work).

CRIMT and ÉRIUM also have a wide range of research activities catering to doctoral and post-doctoral students including regular doctoral/postdoctoral seminars and schools, notably as part of the CRIMT Partnership Project's range of international activities.

### ***We offer***

- Employment: 35 hours per week.
- An annual salary ranging from 35 662 \$ Cdn to 59 241 \$ Cdn on the Université de Montréal SSPD scale for postdoctoral fellows.
- The exact salary depends on the candidate's qualifications and relevant professional experience.
- Duration of the contract: Fixed-term contract for 18 to 24 months.
- The intended start date is mid-May 2021 (or subject to discussion).
- CRIMT and the School of Industrial Relations at Université de Montréal offer a dynamic and attractive work environment with excellent conditions of employment, significant learning and publishing opportunities, and potential opportunities to gain teaching experience.
- Université de Montréal is an equal access employer (<http://carrieres.umontreal.ca/diversite-et-inclusion/>).
- Postdoctoral fellows must fulfill the admission requirements for the Faculté d'études supérieures et postdoctorales at the Université de Montréal (<http://fesp.umontreal.ca/stagiaire-postdoctoral>).

### **How to apply**

Applicants are required to send a cover letter explaining their interest in the project, a CV with relevant qualifications and prior expertise in areas relevant to the project, two academic publications, and the names and contact details of two referees.

Applications should be sent to the CRIMT Administrative Coordinator at Université de Montréal: Soledad Cardona [soledad.cardona-maldonado@umontreal.ca](mailto:soledad.cardona-maldonado@umontreal.ca)

Interviews will be arranged as soon as possible.

**Closing date for applications:** 10 May 2021 (or until position is filled)

### **Application enquiries**

Any questions? Is this the right opportunity for you?

We encourage you to contact the Canadian coordinators of the project, who are both professors in the School of Industrial Relations and CRIMT researchers:

- Isabelle Martin ([isabelle.martin.9@umontreal.ca](mailto:isabelle.martin.9@umontreal.ca)) and
- Gregor Murray ([Gregor.Murray@umontreal.ca](mailto:Gregor.Murray@umontreal.ca)).

*Recruitment agencies are kindly requested to refrain from responding to this vacancy.*