



15 Early Stage Researcher (PhD) positions in the field of „Global mobility of employees” in the EU-funded Marie Skłodowska-Curie Innovative Training Network (ITN) *GLOMO*

We are happy to announce the start of the application period for 15 PhD positions offered by the eight host organisations participating in the Innovative Training Network (ITN) [“Global mobility of employees” \(GLOMO\)](#). The Marie Skłodowska-Curie Action “Global mobility of employees” (GLOMO) is an international research project, co-ordinated by Prof. Dr. Maike Andresen from the University of Bamberg, and is financed under the funding line “excellent science” of the Horizon 2020 research and innovation programme of the European Commission.

We welcome applications from early stage researchers from all over the world for the fifteen research (PhD) projects until February 28, 2018 via our [application system](#).

GLOMO’s focus is on global labour mobility into EU countries and within the EU and its impact on careers. Promoting labour mobility across Europe is a central objective of the Europe 2020 Strategy. Although expatriation, i.e. the migration of employees, into OECD countries increases, driven largely by people moving within the EU, expatriation into and within Europe is still short of target levels. Despite a favourable legal framework for mobility, expatriates still face a wide range of problems and obstacles that hamper cross-border labour mobility. For example, employment prospects for self-initiated expatriates are below those of natives and over-qualification, i.e. employment below skill levels, is widespread in most European countries. Consequently, the growth potential of expatriates is far from realised. Little is known about transnational mobility patterns and the length of expatriation episodes as well as about retention processes of foreign employees.

GLOMO’s aim is to make labour mobility more efficient and beneficial for all parties involved in order to tackle increasing labour and skill shortages in the EU. The project, which started on January 1, 2018 and runs for 48 months, will (a) systematically generate knowledge about the mobility phenomenon and its implications (success factors, effects, added value); (b) provide trainings to (further) develop early-stage researchers understanding the complex multidisciplinary phenomenon of expatriate mobility, and (c) suggest relevant implications for individuals, organisations, the European societies and economies.

Members of the **interdisciplinary and intersectoral network of experts in the field** are:

- University of Bamberg (D), Coordination
- Copenhagen Business School (DK)
- Cranfield University (UK)
- Institute for Employment Research (D)
- Toulouse Business School (F)
- University of Vaasa (FIN)
- Vrije Universiteit Amsterdam (NL)
- Airbus SAS (F)

15 PhD positions will be filled with a focus on the topics of expatriation and migration. All individual projects will have a duration of 36 months (lasting from September 1, 2018 to August 31, 2021). The early stage researchers will be enrolled as PhD students and hired under a full-time, temporary contract at one of the host institutions. The partners engaged in the project will work closely together, with each of the partners supervising at least one research project. The PhD students will be trained through a structured and comprehensive programme and will not only learn the theory but will gain first-hand experience of global mobility themselves, as all students will take secondments to one of the other partner universities and institutions throughout Europe (e.g. companies, ministries).

Please find details about the application process and modalities at www.gloмо.eu. We are looking forward to your application.

Best regards

Prof. Dr. Maike Andresen
- on behalf of all GLOMO partners –

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