



# Circular Economy: Sustainability Implications and Guiding Progress (CRESTING)

Applicant Guidance  
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## The CRESTING Project

A Marie Skłodowska-Curie Educational Training Network, CRESTING is seeking to recruit highly qualified and enthusiastic early stage researchers (ESR) to study for a PhD relating to the development and understanding of the Circular Economy (CE). Specific training is provided to ensure ESRs are ready for a career in the CE, whether in industry, government or academia.

The 15 ESRs recruited will be part of a dynamic network of universities, government bodies, companies and other organisations engaged in a wide range of activities related to the CE. They will be based at one of eight different universities across six different countries. All ESRs will spend time at more than one of the universities.

***Are you interested in the circular economy?***

***Are you looking to progress your career and attain a PhD?***

***Yes? This could be the opportunity you're looking for.***

## Introduction to the project

Establishing a CE (such that the maximum value is extracted from materials and waste generation minimised) is a major policy area within the European Union and elsewhere. Explicitly seen as increasing economic competitiveness and laying a foundation for environmental employment, CE policies are designed to increase resource efficiency and decrease carbon dependency. Previous and ongoing research into the CE, however, has been largely concerned with strategies for implementation. The many different fields of activity comprising the CE (e.g., re-use, recovery, recycling, eco-design amongst others) operate with varying degrees of effectiveness in different places and for different materials. These fields of activity have not been critically analysed as an interrelated social, technical, environmental and, significantly, spatial phenomenon. This programme will advance the critical analysis of the concept and sustainability implications of the CE by the training of 15 ESRs analysing CE-related activity and initiatives in a range of geographic and economic settings.

## Introduction to the project partners

The project is a partnership between the Universities of Hull; Utrecht; Graz; University of Technology, Troyes; Aberta and New University of Lisbon; University of Messina and the University “G. d’Annunzio”, Pescara. Each of the University partners will host between 1 and 3 ESRs. The project also has partners from industry, government, NGOs, these include WRAP (Waste and Resources Action Programme); Dutch Ministry of Environment; Kingston-Upon-Hull City Council; Environmental and Management Solutions Ltd; Ministry for Infrastructure and the Environment, Rijkswaterstaat; and Nanjing and Ibadan Universities.



The University of Graz, which was founded in 1585, is Austria’s second oldest university and one of the largest in the country. With some 31,500 students and 4,000 employees in six faculties the University of Graz is a key player in the university landscape of Austria. [www.uni-graz.at/en/](http://www.uni-graz.at/en/)



University College Hull was founded in 1927 and became an independent degree awarding institution on 13 May 1954 –Yorkshire’s third university; England's 14th. The total student population at the University of Hull is approximately 20,000 and the academic portfolio contains 50 disciplines across the arts and humanities, business, education, health, the sciences and the social sciences. [www.hull.ac.uk](http://www.hull.ac.uk)



University of technology of Troyes (UTT) is a public institution under the authority of the French Ministry of Higher Education, Research and Technology. UTT is part of the reputable UT network which includes Université de technologie de Compiègne and Université de Technologie de Belfort-Montbeliard. UTT was established in 1994 with three missions: education, research and the transfer of technology. [www.utt.fr/en/index.html](http://www.utt.fr/en/index.html)



Copernicus Institute of Sustainable Development

Established in 1636, Utrecht University has evolved into a leading modern comprehensive research university with a growing international reputation. On the 2017 Shanghai Academic Ranking of World Universities, Utrecht University ranks first in the Netherlands, 13th in Europe and 47th in the world. <https://www.uu.nl/en>



Founded in 1977, Faculdade de Ciência e Tecnologia da Universidade Nova de Lisboa (FCT NOVA) is one of the most prestigious Portuguese public schools of science and engineering today, with an enrolment of ca. 8000 students (BSc, MSc, PhD), that achieved extraordinary relevance for Higher Education on several new programmes, most of them pioneers nationwide.  
<https://www.fct.unl.pt/en>



The “Gabriele d’Annunzio” University of Chieti-Pescara was originally established as an independent university in 1960. In 1982, it gained the status of national university and has grown exponentially since then. Today the University has 15,000 undergraduate students, 6,000 masters and 400 PhD students. <https://en.unich.it/>



The University of Messina enrolls about 25.000 students, and comprises 12 departments covering the widest range of disciplines across four campuses in the city. There are 42 undergraduate courses, 33 Master courses and 6 one cycle master degree programmes. PhD Courses are also available in different research fields. UniMe counts about 1344 administrative staff and 1181 academic staff. <http://www.unime.it/en>



Nanjing University (NJU) has a one-hundred-year-long history and enjoys high prestige. As one of China's top universities, NJU has 28 schools under the university's direct supervision, and 32,999 students in 2016 including 13,583 undergraduates, 10,865 master students, 5,335 doctoral students, and 3,216 full-time international students. <https://www.nju.edu.cn/EN/>



Universidade Aberta (UAb) is the public Portuguese distance - education university. Pioneer in distance higher education in Portugal, it was founded in 1988 and it has been promoting actions related to higher education and continuous training. [www.uab.pt](http://www.uab.pt)



The Centre for Sustainable Development (CESDEV) of the University of Ibadan was established in 2010 as a demonstration of the University's commitment to Sustainable Development. CESDEV is a Teaching, Research, Training and Development Centre and coordinates the activities of eight cognate affiliated programmes. [www.cesdev.ui.edu.ng](http://www.cesdev.ui.edu.ng)

## Project Work Packages

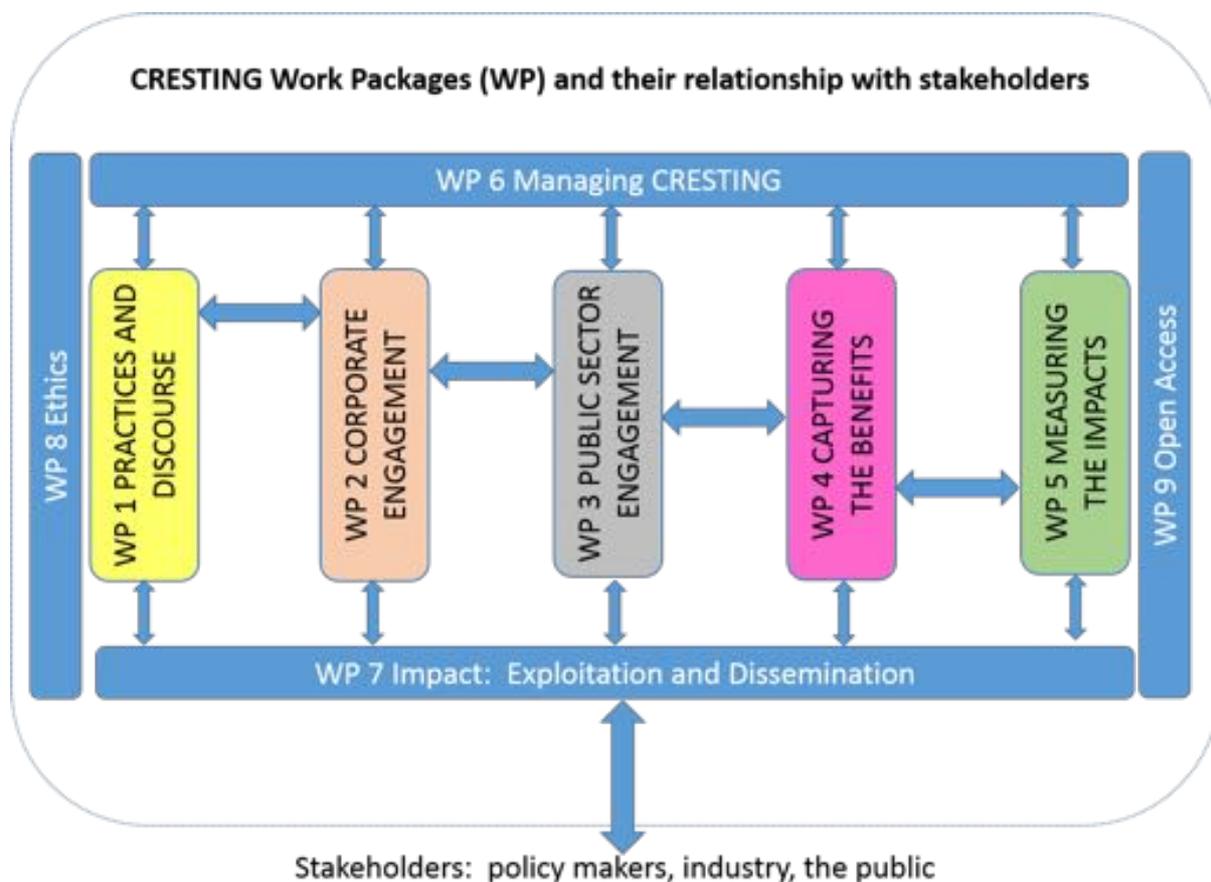
CRESTING contains 9 work packages (WP) in total. WP 1-5 identify the main research areas.

- WP 1 - Assessing CE Practice and Discourse;
- WP 2 - Corporate engagement with the CE;
- WP 3 - Public sector engagement in the CE;
- WP 4 - Capturing the benefits - Potential for local economic development and employment from the CE; and
- WP 5 - Measuring life cycle impacts and developing sustainability indicators relevant to the CE.

WP 6-9 relate to the overall management of the project, ethical practice and dissemination.

With multidisciplinary and international supervisory teams including non-academic partners within each WP, CRESTING will:

- 1) Analyse the sustainability implications of the CE;
- 2) Analyse the spatial dimension of the CE; and
- 3) Translate these analyses into specific actions for managing the transformation to the CE.



## Introduction to the posts

The university partners are seeking to recruit 15 highly qualified and enthusiastic ESRs to join the project and thereby study of a PhD. This project is an ideal opportunity for suitably qualified individuals looking to do a PhD relating to the CE.

The overall project is divided into 15 specific three-year research projects (outlined below), each hosted by the first supervisor's university. Each ESR also has a co-supervisor from a different disciplinary background and in a different country to their first supervisor. ESRs will spend time at the co-supervising University, as well as on secondment with other partner institutions. CRESTING therefore comprises an outstanding opportunity to gain knowledge, experience and build a personal network across different countries, academic fields and employment sectors.

## Outline of Work Packages

<b>Work Package</b>	<b>Outline</b>	<b>Host University</b>
WP 1: ESR 1.1	Synthesis of discourses on CE and its key challenges	Utrecht University, Netherlands
WP 1: ESR 1.2	Comparative analysis of effects, successes and limitations of existing governance arrangements for key waste streams	Utrecht University, Netherlands
WP 1: ESR 1.3	CE Leakages to Less Developed Countries (LDCS) and alternatives	Utrecht University, Netherlands
WP 2: ESR 2.1	Business strategies and practises for a CE	University of Graz, Austria
WP 2: ESR2.2	Sustainable product lifecycle management in a CE	University of Graz, Austria
WP 2: ESR 2.3	Integration of local resources into sustainable product design to support CE	University of Technology of Troyes, France
WP 3: ESR 3.1	CE Approaches in Public Sector Organisations: From Operational to Strategic level	New University of Lisbon, Portugal
WP 3: ESR 3.2	A Participatory Indicator Approach	New University of Lisbon, Portugal
WP 4: ESR 4.1	CE as a sustainable economic development tool in a global economy	University of Hull, UK
WP 4: ESR 4.2	Assessing the impact of the CE on national and local employment experience	University of Hull, UK
WP 4: ESR 4.3	Re-defining the boundaries of the in/formal economies with the CE	University of Hull, UK
WP 4: ESR 4.4	From individual action to collective action in a CE	University of Technology of Troyes, France
WP 5: ESR 5.1	Measuring CE sustainability: methodological and practical issues	University G. d'Annunzio, Italy
WP 5: ESR 5.2	Methods and tools to measure sustainability and CE at company level	University of Messina, Italy
WP 5: ESR 5.3	Development of a sustainability indicator system to assess and communicate CE practices at company level	University of Aberta, Portugal

Further details on each of the work packages are available from [cresting.hull.ac.uk](http://cresting.hull.ac.uk).

## Eligibility

Applicants need to fully comply with the three eligibility criteria:

1. **Early Stage Researcher (ESR):** ESRs are those who, at the time of recruitment, are in the first four years (full-time equivalent) of their research careers. This time is measured from the date when they obtained the degree which formally entitles them to embark on a doctorate, either in the country in which the degree was obtained or in the country in which the research training is provided, irrespective of whether or not a doctorate was envisaged.
2. **Conditions of international mobility of researchers:** Researchers are required to undertake trans-national mobility (i.e. move from one country to another) when taking up the appointment. At the time of appointment by the host organisation, researchers must not have resided or carried out their main activity (work, studies, etc.) in the country of their host organisation for more than 12 months in the 3 years immediately prior to their recruitment. Short stays, such as holidays, are not taken into account.
3. **English language:** Network fellows (ESRs) must demonstrate that their ability to understand and express themselves in both written and spoken English is sufficiently high for them to derive the full benefit from the network training. Non-native English speakers are required to provide evidence of English language competency before the appointment is made. An IELTS score of 6.5 overall (minimum 6 in each skill), or equivalent, is the minimum requirement. The link below provides advice on which countries are considered native English speaking by the UK visa authorities and a guide to acceptable qualifications on English as a foreign language. Please note, however, that for this project we are looking for candidates to exceed the minimum visa requirements in this regard.  
<http://www.hull.ac.uk/Choose-Hull/Study-at-Hull/Admissions/English-language-requirements.aspx>

## Visas

If you are an applicant from a country outside the EU, your appointment would be conditional on the country hosting the relevant post granting a visa. You must take up residence in the country hosting your project, and you must be able to reside in the countries specified for secondments. Note that the recruiting university would support and pay for the visa application.

## Job Description

### CRESTING Job Description

#### Specific Duties and Responsibilities

1. Developing and carrying out the research relating to the relevant project, including the collection and analysis of data, writing up and presentation of results
2. Actively participating in all relevant network activities as advised by supervisor, including secondments and other training activities
3. Attending project meetings and workshops which will involve travel across and potentially beyond the EU
4. Working with supervisors to devise personal career development plan, which will be developed throughout the project and against which progress will be measured; this process may identify additional training required beyond that provided within the project
5. Writing up results for publication and attending suitable conferences for their dissemination
6. Contributing to the communication and dissemination of the project to both academic and stakeholder audiences. This will include written communications, public speaking and the use of social media
7. Ensuring good day-to-day progress of work, and maintaining good records
8. Complying with the requirements (meetings, progress, internal reporting) associated with being a PhD student at your host university as well as the EU requirements for reporting
9. Working both independently and also as part of a larger team of researchers, including interacting with and providing assistance to other staff in the research group and engaging in knowledge-transfer activities where appropriate and feasible
10. Follow the ethical guidelines as prescribed by the EU and in accordance with the policies of the supervising universities, secondment hosts and any other relevant bodies
11. Comply with the project data management plan, which will be devised in accordance with EU open access and data management requirements.

### Salary

The Marie Skłodowska-Curie Early Stage Researcher receives a salary plus allowances in accordance with Marie Skłodowska-Curie regulations established by the European Commission. The salary figure is before employer's and employee's deductions for national insurance/social security and taxes. Note that these deductions vary between countries.

Successful candidates will be employed by their host university. The post will be a fixed term post for 36 months and is expected to commence in June 2018. The salary for the individual posts will vary from country to country to allow for the variation in the cost of living. In France the annual salary is €41 425; UK €44 895; Portugal €33 252; Italy €39 820; Austria €39 111 and the Netherlands €38 925.

## Person Specification

We are looking for applicants who can provide evidence of the characteristics shown below. You must have the characteristics shown in the ‘essential’ column to be suitable for a post. It would be advantageous to also have one or more of the characteristics in the ‘desirable’ column. Note that there are some differences between the requirements for different posts as detailed below in Project Specific Requirements.

Specification	Essential	Desirable
<b>Education and Training</b>  Formal qualifications and relevant training	<ul style="list-style-type: none"> <li>Working towards a PhD in relevant discipline as part of this post</li> <li>Masters (equivalent level of professional qualifications or experience may be accepted) in a related discipline, or interdisciplinary field*.</li> <li>For Hull posts only: BA/BSc is acceptable (minimum grade equivalent to a UK 2:1).</li> <li>Training in one or more social science research method(s)</li> </ul>	<ul style="list-style-type: none"> <li>Training in the environment/sustainability including evidence of training in related aspects such as policy, governance, business, management, economics, human geography, public administration.</li> <li>Training in both quantitative and qualitative social science research methods (including use of software such as SPSS, excel, NVIVO)</li> <li>Training in research design and methodology</li> <li>For Hull posts: masters or equivalent</li> </ul>
<b>Work Experience</b>  Ability to undertake duties of the post	<b>Evidence of:</b> <ul style="list-style-type: none"> <li>Experience of research, e.g., undergraduate or masters dissertation, class project, internship</li> <li>Data collection</li> <li>Analysis and interpretation of results</li> <li>Drafting research reports, participating in scientific conferences and contributing to drafting scientific publications</li> </ul>	<ul style="list-style-type: none"> <li>Good mark in dissertation/thesis</li> <li>Relevant non-academic work experience</li> </ul>
<b>Skills and Knowledge</b>  Includes abilities and intellect	<b>Evidence of:</b> <ul style="list-style-type: none"> <li>Collaborative working and networking to enhance and develop research</li> <li>Ability to communicate effectively in English (see Eligibility)</li> </ul>	<ul style="list-style-type: none"> <li>For the Messina post: a willingness to learn Italian</li> </ul>
<b>Personal Qualities</b> Includes any specific physical requirements of the post – (subject to the provisions of the UK Equality Act 2010 or equivalent)	<b>Evidence of:</b> <ul style="list-style-type: none"> <li>Working in an open and transparent way, providing information and communicating effectively with colleagues</li> <li>Continuous Professional Development</li> <li>Collaborative working, particularly on interdisciplinary activities</li> </ul>	

### \* Project specific requirements

For projects based at the University of Graz: evidence of training in environmental/business management are preferred.

For projects based in University of Messina or Ud'A (Pescara): a masters degree is required and evidence of training in economics, management, statistics, environmental science or engineering are preferred. Some previous training in life cycle thinking methodologies (such as LCA) would be beneficial.

## How to apply

Your application should comprise your CV and a covering letter. The letter needs to explain:

- How you meet the essential criteria (and desirable, if relevant) in the person specification; and
- Why you are interested in this opportunity.

Please also include with your application:

- A copy of the certificate for your highest degree;
- A copy of your passport (photo page); and
- The names and contact details of three referees (at least two of these should be from someone with direct knowledge of your academic abilities; the third could be from an employer).

If you are applying for more than one of the 15 posts, please rank them in order of preference in your covering letter.

Applications should be made by email to [cresting@hull.ac.uk](mailto:cresting@hull.ac.uk).

**The closing date for applications: Midnight (UK time) 28<sup>th</sup> March 2018.**

## What happens next?

Once you have submitted your application, it will be reviewed according to the eligibility requirements and person specification. All candidates will be contacted. Interviews for shortlisted candidates will be held in April 2018 and are likely to take place by Skype/Video Conferencing. Shortlisted candidates will be asked to provide copies of all degree certificates and official transcripts of courses studied.

## Equality, Diversity and Inclusion

We're committed to eliminating discrimination on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

As part of the application process, candidates will be asked to complete an optional Equality and Diversity survey.

## Contact Information

For further details or to discuss the posts please contact Dr Pauline Deutz [p.deutz@hull.ac.uk](mailto:p.deutz@hull.ac.uk).