

Bucharest University of Economic Studies

ANNOUNCEMENT

Bucharest University of Economic Studies is currently holding a selection process for *one Ph.D. researcher* position within the project “**Accountable Governance and Responsible Innovation in Artificial Intelligence**”, grant contract no. 760047/23.05.2023.

The employment offered for this position is part-time, with a maximum of **42** working hours per month, which may be unevenly distributed.

The gross hourly wage for this position is 86,50 lei per hour.

The individual contract of employment will be concluded for a fixed-term period of time until the 31st of December, 2025.

A. In order to enter the selection, candidates need to fulfil the following general and specific conditions:

1. General conditions:

- a) has Romanian citizenship, citizenship of other member states of the European Union, of states belonging to the European Economic Area and/or foreign states as defined by art. 2 lit. a) of GEO 194/12.12.2002 with subsequent amendments and completions, respectively persons who do not have Romanian citizenship, citizenship of another EU member state or citizenship of the Swiss Confederation;
- b) has the minimum age regulated by the legal provisions;
- c) has full capacity;
- d) has a relevant state of health for the position he is applying for.
- e) meets the conditions of education and, where appropriate, seniority or other specific conditions by the requirements of the post to be filled;
- f) has not been convicted of a crime against humanity, against the State or authority, or of an offence committed in the course of or in connection with the performance of his or her duties which obstructs the course of justice, or forgery or corruption, or of an offence committed with intent which would make him or her incompatible with the performance of his or her duties, unless he or she has been rehabilitated.

2. Specific conditions:

- a) level of studies: education completed with a master's degree;
- b) area of studies: economics, business administration, cybernetics and statistics, economic informatics, finance, statistics or similar;
- c) PhD student enrolled in the institutions organizing doctoral studies in Romania (the list of eligible institutions can be consulted here: https://www.edu.ro/IOSUD_2022)
- d) Other specific conditions:
 - i. Good knowledge of English- at least intermediate level;
 - ii. Proficiency in using statistical methods in data analysis and interpretation.

- e) Skills:
 - i. Good deadline management skills;
 - ii. Good collaboration skills to work within an international and multidisciplinary team;
 - iii. Good analyzing and summarizing abilities;
 - iv. Result oriented.

Responsibilities:

- i. collaborate with the members of the project team;
- ii. carry out the assigned activities as required by the project;
- iii. carry out research, data analysis and dissemination of results together with other project team members;
- iv. prepare individually or in team interim and final work reports, scientific articles, working papers, any other documents requested by the funder or project management;
- v. participate organising workshops or any other events held in order to fulfil the project requirements.

B. The selection process will consist of:

Step 1: Evaluation of the files submitted by the candidates;

Step 2: Structured interview (if there are not at least 2 candidates, the selection committee may decide to simplify the procedure and make the selection without the interview stage):

- *The date and time of the interview* will be communicated concurrently with the results of the evaluation of the files submitted by the candidates;
- *The place of the interview* will be communicated simultaneously with the results of the evaluation of the files submitted by the candidates.

The evaluation samples are eliminatory; the minimum score to be obtained for each sample is 50 points.

C. Topics and bibliography:

1. Innovation and creativity in the digital era
2. Artificial intelligence
3. Digital business models
4. Digital transformation of organisations
5. Workforce and society in the digital era

1. **Bibliography:**

1. Alacovska, A., Bucher, E., & Fieseler, C. (2022). A Relational Work Perspective on the Creative Gig Economy. *Work, Employment, and Society* 1-30. <https://doi.org/10.1177/0950017022110314>
2. Buhmann, A., & Fieseler, C. (2022). Deep Learning Meets Deep Democracy: The Role of AI Developers in Deliberation for Responsible Innovation. *Business Ethics Quarterly* 1-34. <https://doi:10.1017/beq.2021.42>
3. Bucher, E., Fieseler, C., & Lutz, C. (2021). Alone in the Crowd – Alienation in Digital Labor. *New Media and Society*. doi: <https://doi.org/10.1177/14614448211056863>

4. Wong, S., Fieseler, C., & Kost, D. (2021). From Crafting What You Do to Building Resilience for Career Commitment in the Gig Economy. *Human Resource Management Journal*. doi: <https://doi.org/10.1111/1748-8583.12342>
5. Alacovska, A., Fieseler, C., & Wong, S. (2020). 'Thriving instead of surviving': Creative Careers, Cities and Capabilities. *Human Relations*. doi: <https://doi.org/10.1177/0018726720956689>
6. Wong, S., Fieseler, C., & Kost, D. (2020). Digital laborer's proactivity and the venture for meaningful work: Fruitful or fruitless? *Journal of Occupational and Organizational Psychology*, 93(4), 887-911
7. Kost, D., Fieseler, C., & Wong, S. (2020). Boundaryless careers in the gig economy: An oxymoron? *Human Resource Management Journal*, 30(1), 100-113.
8. Etter, M., Fieseler, C., & Whelan, G. (2019). Sharing Economy, Sharing Responsibility? CSR in the Digital Economy. *Journal of Business Ethics*, 159(4), 935-942.
9. Buhmann, A., Passmann, J., & Fieseler, C. (2019). A reputational approach to algorithmic accountability. *Journal of Business Ethics*, 163(2), 265-280.
10. Fieseler, C., Bucher, E. & Hoffmann, C.P. (2019). Unfairness by Design? The Perceived Fairness of Digital Labor on Crowd working Platforms. *Journal of Business Ethics*, 156(4), 987-1005.

D. Contents of the competition file to be submitted by candidates:

1. A record of the enclosed documents
2. Application for the recruitment and selection process addressed to the Rector of ASE;
3. Copy of the identity document or any other document attesting the identity, according to the law, as the case may be;
4. Copy of marriage certificate or proof of name change, if the candidate changed his name (proof of name change);
5. The criminal record or a self-declaration that it has no criminal record that makes it incompatible with the position for which it is applying;
6. Medical certificate attesting the appropriate health status issued no more than 6 months prior to the selection by the family doctor of the candidate or by the competent medical units, or the declaration on its own responsibility, with the obligation to fill in the selection file with the medical certificate at the latest by the date of the first test of the recruitment and selection process, if applicable
7. Declaration on own responsibility if the candidate has or does not have a husband/wife or relatives and affines, up to the III-th degree inclusively, who are employees of the Academy of Economic Studies of Bucharest in a position of leadership, control, authority with the post taken out for selection and not the post, to which they apply, is not in a position of leadership, control, authority with husband/wife or relatives, up to and including III degree, employees of the University;
8. Statement for the processing of personal data;
9. Curriculum vitae in European format (www.cveuropean.ro/cv-online.html) – signed and dated on each page;

10. Copies of documents that certify the completed level of education and any other additional documents that attest to the completion of specializations, as well as copies of documents certify the fulfilment of the specific conditions required for the position, as outlined in Chapter A, point 2.

E. Contact information:

The competition files are due on March 21st, 2025, by 13:00 at the BUES Registrar's Office, located in the "Ion Angelescu" Building, Caderea Bastiliei Street, ground floor, room 0016.

Contact person: Prof. univ. dr. Daniel Traian Pele – e-mail: danpele@ase.ro

F. Recruitment and selection calendar:

No. crt.	ACTIVITY	Date
1.	Posting the announcement	13.03.2025
2.	Submitting the candidates' competition files at the ASE Registrar's Office	untill 21.03.2025 (13h00)
3.	Selection of application files by the members of the competition committee	24.03.2025
4.	Publication of the results of the selection of the application files	25.03.2025
5.	Submission of appeals regarding the results of the selection of application files	26.03.2025
6.	Publication of the results of the appeals	27.03.2025
7.	Interview	28.03.2025
8.	Communication of the results after the interview	31.03.2025
9.	Submission of appeals regarding the interview results	01.04.2025
10.	Publication of the results of the appeal	02.04.2025
11.	Publication of the final results	02.04.2025
12.	Appointment to the position	After approval from the Board of Trustees