

## Ph.D. Position in Social Entrepreneurship

Lille Economics and Management (LEM UMR CNRS 9221) and IÉSEG School of Management invite applications for a **fully funded Ph.D. Position in Social Entrepreneurship** at its Paris Campus.

### PROJECT DESCRIPTION

An alternative economic model for building a more just and sustainable society exists, and social entrepreneurship is a central driver. A social enterprise is based on three pillars that will be found in varying proportions: (1) a social and/or environmental purpose; (2) a viable economic project; (3) limited profit-making and democratic governance. The majority of social enterprises are created by teams (Ben-Hafaïedh & Dufays, 2021) and have, more generally, collective governance. While the lasting impact of entrepreneurial teams on conventional businesses has been demonstrated (Ben-Hafaïedh, 2017; Jin, et al., 2017; Klotz, Hmieleski, Bradley, & Busenitz, 2014), this dimension is hardly broached in the social entrepreneurship literature. Moreover, collective governance characteristics add a layer of idiosyncrasy to the governance of these companies.

**This project aims at analyzing the antecedents of the performance of a social enterprise by focusing on the governance of the company in question. What are the levers of value creation, economic and social, in a social enterprise?**

The project entails a hands-on approach, completing and analysing a database of social businesses distinguished by the National Prize for the Creator of a Social Enterprise (CREENSO; [www.creenso.fr](http://www.creenso.fr)) managed by Cyrine Ben-Hafaïedh at IÉSEG School of Management, and collecting extra data. Qualitative methodologies as well as a qualitative comparative approach (QCA) (Ben-Hafaïedh, 2009; Douglas, Shepherd, & Prentice, 2020; Wagemann, Buche, & Siewert, 2016) are currently considered.

The selected candidate will be working under the supervision of Dr. Cyrine Ben-Hafaïedh and will be part of the IÉSEG Center for Organizational Responsibility research team (click [here](#) for more information).

### ABOUT IÉSEG SCHOOL OF MANAGEMENT

- IÉSEG is AACSB, EQUIS and AMBA accredited and is a member of the “Conférence des Grandes Écoles”.
- IÉSEG is member of a CNRS (French National Center for Scientific Research) research lab: LEM.
- IÉSEG’s faculty is very diverse with 45 different nationalities represented.

### ABOUT LILLE ECONOMICS AND MANAGEMENT (LEM)

- LEM is a research unit, that comprises the CNRS, associating the University of Lille and IÉSEG School of Management
- LEM comprises about 200 researchers and 100 doctoral students in economics and management.
- LEM is a young, internationally oriented, and dynamic laboratory with a strong scientific ambition.

### QUALIFICATIONS

- Have a MSc. (or be close to completion) in a relevant field, such as entrepreneurship, strategic management, innovation, organizational behavior, management or related.
- Strong analytical skills and commitment to research excellence.
- Excellent command of written English.
- Fluency in French is preferred as the sample is constituted by French entrepreneurs.

## WORKING CONDITIONS

The selected applicant is expected to begin his/her assignment in October 2024. Gross salary will be competitive with other European research and academic institutions (2250€/month). The Ph.D. student will be based in Paris (on the site of IÉSEG School of Management). The selected candidate will have to enroll in a Ph.D. program at the University of Lille. The Ph.D. student will get all the means and support to engage in innovative, business-relevant research projects with high potential to get published in international peer reviewed journals.

## APPLICATION PROCEDURE

Interested applicants must submit their application (consisting of a CV, motivation letter and statement of academic performance) through the recruitment platform, [here](#). For any further question, please contact us by e-mail to [c.benhafaiedh@ieseg.fr](mailto:c.benhafaiedh@ieseg.fr) or for general information about to process to [phd.recruitment@ieseg](mailto:phd.recruitment@ieseg.fr)

## APPLICATION DEADLINE

We will begin considering candidates immediately. The deadline to apply is May 1st, 2024. Interested candidates are encouraged to submit their application file as soon as possible.