

**Postdoctoral Researcher in Paradox, Global Leadership and Qualitative Methods
for the GREENLEAP project: *Leveraging Paradox: Co-inventing the Futures of
Greenlandic Leadership***

EDHEC Business School, in partnership with Ilisimatusarfik – University of Greenland,
Aalborg University and the Arctic Business Network

*20-month appointment · 80% FTE · based in France, with travel to Greenland ·
anticipated start January 2027*

Few places are asked to hold as much at once as Greenland. Its leaders navigate the pull between local and global, tradition and transformation, self-determination and interdependence. They face enduring tensions which we call in the language of organisation studies, *paradoxes*. These paradoxes are lived, daily, by the people who lead Greenland's institutions, businesses and communities.

GREENLEAP begins from a simple conviction: that Greenlandic values, knowledge and lived practice have something essential to teach the wider world about leading under tension and that therefore this knowledge should be produced *with* Greenland. We are looking for a postdoctoral researcher to help build that project from the ground up.

About GREENLEAP

GREENLEAP — *Leveraging Paradox: Co-inventing the Futures of Greenlandic Leadership* — is an international research project led by Professor Camille Pradies at EDHEC Business School, in partnership with Rikke Ørngreen at Ilisimatusarfik (University of Greenland), Rikke Kristine Nielsen at Aalborg University and the Arctic Business Network. The project asks how leaders in Greenland navigate persistent tensions between local and global demands, and how Greenlandic values, epistemologies and practices can enrich existing understandings of leadership and organisational paradox.

Research is approached as joint knowledge production, bringing together researchers, educators, business leaders and other local stakeholders to co-develop leadership practices and learning resources that are genuinely grounded in their context.

Methodologically, GREENLEAP is ambitious. It combines qualitative inquiry, participatory action research, and visual and arts-based methods. Its outputs will range from peer-reviewed publications to leadership-development materials, practitioner publications and a policy brief.

The role

Working closely with Professor Pradies and an international team spanning France, Greenland and Denmark, you will be involved in the intellectual and practical life of the project from beginning to end — including travel to Nuuk for fieldwork, workshops and project events. In practice, the work spans:

- **Coordination and development:** contributing to the scientific and operational coordination of the project, and supporting future funding applications and long-term partnerships.
- **Conceptual groundwork:** conducting literature reviews on Greenlandic culture, epistemologies, leadership and paradox, and helping build culturally grounded conceptual and methodological frameworks.
- **Ethics and data :** helping prepare ethics documentation, participant materials, consent procedures and the data-management plan, and collecting, managing and analysing qualitative and visual data.
- **Fieldwork :** conducting interviews with scholars, institutional actors and knowledge holders, and co-designing and facilitating participatory workshops with leaders and stakeholders in Greenland.
- **Writing and impact :** Helping produce and co-authoring conference papers and journal articles; practitioner materials, training resources, visual outputs and a policy brief; and supporting stakeholder engagement and knowledge mobilisation.

Who we are looking for

Essential

- A PhD in organisation studies, management, leadership, sociology, anthropology, education or a closely related field. The thesis must be completed and successfully defended before the appointment begins; official confirmation of the completed PhD will be required. If the thesis is not done by the time of application – a letter from the dissertation supervision confirming advancement will be asked.
- Strong training and experience in qualitative research, including conducting interviews and analysing qualitative data.
- Strong academic writing skills and excellent written and spoken English.

- An interest in one or multiple of the following topics: organisational paradox, global leadership, Arctic studies.
- Strong organisational, logistical and coordination skills, with the ability to manage overlapping tasks, timelines and stakeholders across multiple countries and institutions.
- The ability and willingness to relocate officially to France and to travel internationally, including to Greenland (see *Practical details* below).

Desirable

Experience in any of the following would be particularly valuable but not necessary:

- Knowledge of Greenlandic and/or Danish;
- Experience with participatory, action-research, visual, creative or arts-based methods;
- Experience in leadership development, workshop design or facilitation;
- Research or professional experience in Greenland or the wider Arctic
- Publications in organisation, management or leadership research.

We recognise that strong candidates may not meet every desirable criterion, and we warmly welcome applications from people whose experience provides a solid foundation for growing into the role.

What we offer

The successful candidate will join an international, interdisciplinary partnership with deep connections to Greenlandic academic, educational and business communities. The position is an opportunity to develop a distinctive research agenda at the intersection of leadership, paradox and Arctic studies; to work alongside experienced scholars in qualitative, participatory and visual research; to conduct fieldwork and co-creative research in Greenland; to publish in internationally recognised journals; to translate research into practical leadership-development resources; and to help build a lasting research and practice network across Greenland, Denmark and France.

Practical details

- **Contract:** 20-month fixed-term postdoctoral appointment
- **Workload:** 80% FTE – 4 days a week
- **Anticipated start:** January 2027

- **Salary:** €36,240 gross per year for an 80% appointment (€3,020 gross per month). An additional 10% end-of-contract bonus will be paid upon completion of the appointment.
- **Location:** EDHEC in Lille (Northern France), with travel to Greenland and partner institutions

Please note: the successful candidate must officially relocate to France and be physically present at EDHEC for a **minimum of three days per week**. A fully remote arrangement is not possible.

How to apply

Please submit in one single document:

1. A curriculum vitae, including a publication list;
2. A short cover letter explaining your interest in GREENLEAP and your suitability for the position and how you were made aware of the position.
3. One representative publication or academic writing sample;
4. The names and contact details of three academic or professional referees.

Applications and informal enquiries are welcome and may be directed to postdocforgreenleap@gmail.com. **Applications will be reviewed on a rolling basis until the position is filled.** Deadline: October 31st 2026.

EDHEC Business School is committed to equal opportunity and welcomes applications from candidates of all backgrounds.