

ERiM

Erasmus
Research Institute
of Management

Ready to start your academic career?

Erasmus Doctoral
Programme in Business
and Management

ERIM is the ideal platform from which to launch your academic career

From idea to world-class research institute

In 1999, the Erasmus School of Economics (ESE) and Rotterdam School of Management, Erasmus University (RSM) founded the Erasmus Research Institute of Management (ERIM), an academic joint venture to nurture the development of internationally-recognised management research. This joint venture has been highly successful. Since its foundation, ERIM scholars have published thousands of articles in the best academic journals and trained more than 550 PhDs - many of whom have gone on to academic careers at leading universities.

From idea to world-class academic career?

You are about to make a decision that will shape your future. Do you see yourself as a world-class academic at a reputable university or business school? Do you ambition to do research that will make a positive impact on society? If yes, ERIM is the steppingstone for you. ERIM today is home to one of Europe's largest faculties for business and economic research, a community of over 350 scholars producing leading research across a wide range of disciplines.



“At ERIM, we will train you to be an academic who creates positive social impact.”

Professor Flore Bridoux, ERIM Director of Doctoral Education

Facts and figures

- ERIM supports a community of around 260 senior researchers and 130 doctoral students
- Five research programmes spanning all areas of management research: Business Processes, Logistics & Information Systems; Organisation; Marketing; Finance & Accounting; Strategy & Entrepreneurship
- Dedicated Research Initiatives to tackle the grand challenges of the 21st century
- More than 200 international research seminars, workshops, and conferences each year
- Strong ERIM presence in top tier academic journals
- Erasmus University Rotterdam is ranked number 1 in Business Administration and number 4 in Management (ARWU 2021)



Bringing out the best in you

ERIM's doctoral programme - the Erasmus Doctoral Programme in Business and Management - enables promising students to become thought leaders and top researchers. It is a top-notch international programme designed to train future researchers in one of five key fields of management:

- Business Processes, Logistics & Information Systems
- Organisation
- Marketing
- Finance & Accounting
- Strategy & Entrepreneurship

The challenging, cutting-edge Erasmus Doctoral Programme will bring out the very best in you. We take the time to understand, support, and coach you to ensure that you develop the skills and mindset needed to start a stimulating academic career and succeed in the increasingly competitive international job market.

The doctoral programme includes innovative academic training as well as continuous individual coaching from leading academics. This excellent education, together with leading-edge facilities and generous funding for five years, makes ERIM one of the best places to launch your academic career.

Academically rigorous and highly selective

The Erasmus Doctoral Programme in Business and Management holds rigorous, exciting years of research training and doctoral dissertation work, depending upon your educational background. The strict entry requirements for ERIM PhD candidates mean that you join a community of some of the most promising young academics in the world.

From all over the world

ERIM attracts international PhD candidates. They represent more than 30 nationalities, a variety of academic backgrounds from sociology to engineering and from geophysics to economics and a good gender-balance, which enriches the 'ERIM experience' enormously.

State-of-the-art research infrastructure

Students have access to state-of-the-art research facilities such as computing facilities, the Erasmus Behavioural Lab, and the Erasmus Data Service Centre, which provides access to financial and social science databases, as well as running workshops and providing individual support.

ERIM community

You will have the opportunity to work within the ERIM community, known worldwide for its research excellence. You will receive personal supervision by distinguished international professors. Your supervisors will be some of the best-known scholars in their field, who will expertly guide your progress and follow your research and its potential for adding to management knowledge with genuine interest throughout the programme.



Your place at the top

We take the time to understand, support and coach you for a stimulating, prestigious academic career to ensure that you have the skills and mindset needed to create a winning profile in the increasingly competitive international job market.

ERIM offers job placement advice and guidance, and courses that help you develop your academic writing, publication, presentation and teaching skills in order to prepare you for an academic career at the top of your field.

ERIM PhD profile

Enrolled PhD candidates	150 - 170
Gender diversity	40% Female
Nationalities	31
International	67%
ERIM Alumni	390
Average age	28

Relevant, high-quality research with specialisms

Throughout its activities ERIM has five distinct areas of research in management.

- **Business Processes, Logistics & Information Systems (LIS)**

Organised around three themes: business operations, next generation information systems and supply chain management, the LIS programme focuses on innovation and optimisation in specific research fields such as logistics, supply chain management, innovation management, transportation, inventories, terminal operations, sustainability, procurement, public transport, business networks, information and communication systems and technologies. In this way it contributes to both management research and management practice.

- **Organisation (ORG)**

The ORG programme explores issues related to leadership, sustainability, business ethics, corporate governance, innovation, social entrepreneurship, organisational behaviour, and analysis of teams from micro- to the macro-level. ERIM's ORG programme is home

to experts in the development and testing of new theories in the area of applied organisational research.

- **Marketing (MKT)**

The MKT programme has produced an impressive record of publications, putting it among the best in the world. It achieved the second-highest number of publications of any business school outside North America in the top four academic journals for marketing. MKT scholars work on sub-areas of marketing (consumer behaviour, marketing strategy, marketing modelling and neuromarketing), while also contributing regularly to top journals for the scientific disciplines foundational to marketing (e.g., psychology, econometrics and neuroscience).

- **Finance & Accounting (F&A)**

The F&A programme contributes significantly to management science and management practice through a combination of research, knowledge transfer, co-creation and education on research topics such as asset management,

corporate finance, corporate governance, real estate finance, financial accounting, financial econometrics, financial markets, investments, management accounting and risk management.

- **Strategy & Entrepreneurship (S&E)**

Staunchly multidisciplinary, the S&E programme focuses on strategic renewal and firm performance, and how the drivers of both can bring about purposeful change within organisations. It presents topics such as strategy, entrepreneurship, strategic renewal, managerial roles, top management teams and leadership, corporate entrepreneurship, strategic innovation, exploitation, exploration, and ambidexterity and international business.



“ At ERIM you get a world class research environment – it is incredible the way ERIM is willing to invest in the development of its PhDs. ”

Dr Mariano L.M. Heyden,
ERIM PhD Alumnus,
Associate Professor of Strategy
& International Business at
Monash Business School



On your marks

Five exciting years of research training and doctoral dissertation work

Acceptance to the doctoral programme comes with an employment contract that is initially for 1.5 year, to be extended to a generous total of five years upon passing the first-year and 2.5 year assessment. An employment contract with us offers you the stability you need to focus on your development while maintaining a worklife balance. The strict entry requirements for ERIM PhD candidates mean that you join a community of some of the most promising young academics from all over the world.

Your PhD trajectory

You will acquire the knowledge and the skills necessary to conduct high-quality research. Your trajectory will culminate in the defence of your PhD dissertation.

As a PhD candidate you will take courses, conduct research, teach (at most 20% of your time), and sometimes conduct contract research. Your PhD will be unique, tailored to you and your PhD project; nonetheless your 5-year PhD path will roughly look like this:

1st year

You will take courses based on an individual plan for education and supervision that you will set up with your (potential) supervisors. Your course package will consist of core courses, skills training courses, and specialisation courses. ERIM offers a selection of specialisation courses, but you can also take courses from numerous external networks and/or universities in order to get the specialisation courses that best fit your needs. Next to core and specialisation courses, ERIM offers an array of skill courses. With the help of your supervisors, you will also work out the topic for your PhD dissertation. This will culminate into a research proposal that you will submit at the end of year 1.

A positive assessment of this proposal leads automatically to an extension of your employment contract of 2.5 years.

2nd & 3rd year

In the second year you will finish your coursework and work further on the first paper of your PhD dissertation. It is also the time to start considering conference presentations and start planning your international research visit. From the third year onwards, your PhD research will be your main activity. An important milestone is the 2.5-year evaluation. At this point in your PhD trajectory, the Director of Doctoral Education assesses whether you are still making good progress and looks forward with you at your career plans for after the PhD. Passing the 2.5-year evaluation unlocks the extension of your employment contract for a 5th year, which will give you time to polish your profile for the academic job market.

4th & 5th year

In this last stage for your PhD, you will round up your dissertation, work on publishing your research, and search for a job. ERIM offers job placement guidance and support to help you get the job you desire.



ERIM support

Excellent research and job placement demand excellent support. ERIM employs a series of support and quality instruments, which together ensure a level of financial and personal support that is among the best in the world.

Research support

- Employment contract with a wide variety of benefits, such as stability of funding, labour protection, holiday allowance, end year bonus, pension contribution, and much more
- Financial support for conferences, international research visits, data collection, and other research activities

- Personal supervision by distinguished international professors
- In addition to the formal coursework, opportunity to attend ERIM Summer School courses to boost research skills
- Skills training to support a successful academic career such as presentation and teaching skills, Open Science, engaged research, publishing strategy
- Data management support and internal review boards to serve facilitate research
- State-of-the-art research facilities such as the Erasmus Behavioural Lab and the Erasmus Data Service Centre

Job placement support

- Interactive information sessions featuring faculty members, current PhD students, and alumni on navigating the academic job market
- One-on-one career consultations with faculty members experienced in recruitment
- Personalised elevator pitch training, and opportunity to have your own video pitch professionally made
- An extensive network of academic and industrial collaborators across the globe to support your search for a fulfilling career

Placements

Where do ERIM PhDs work?

An academic career is the most popular choice among ERIM PhD graduates, and in fact around 70 per cent of ERIM PhD alumni continue with an academic career.

ERIM PhD alumni have gone to work at many of the best universities and business schools in the world, such as:

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- BI Norwegian Business School
 - Bilkent University
 - Bocconi University
 - Católica Lisbon
 - Concordia University
 - Cornell University
 - ESMT Berlin
 - ESSEC Business School
 - ETH Zürich
 - Florida State University
 - Fudan University China
 - Georgia Institute of Technology
 - HEC Paris
 - IE Business School
 - INSEAD
 - IMD Business School
 - King's College London
 - Koç University
 - KU Leuven
 - Luiss University
 - McGill University
 - Michigan State University
 - Monash University
 - New York University
 - Northwestern University
 - Nova School of Business and Economics
 - Pennsylvania State University
 - Pompeu Fabra University
 - Queensland University of Technology
 - Renmin University of China
 - Saïd Business School of University of Oxford
 - Singapore Management University
 - The University of Melbourne
 - Tilburg University
 - The Hong Kong University of Science and Technology
 - University of Amsterdam
 - University of California Los Angeles
 - University of Cambridge
 - University of Colorado Boulder
 - University of Florida
 - University of Maryland
 - University of Toronto
 - Warwick Business School

Our PhD students say



Kevin Dalmeijer, PhD candidate in logistics and information systems, ESE (defended on 15 November 2019)

"The programme has thoroughly prepared me for a career in academia.

I have improved my technical skills and visited international conferences to grow my network, supported by ERIM. I also spent four months in Canada working with an expert in my field. After the PhD, I started work on reducing traffic congestion in Atlanta, as a postdoctoral researcher at one of the top 10 public universities in the US."

Ilaria Orlandi, PhD candidate, department of Strategic Management and Entrepreneurship, RSM

"ERIM has been pivotal to my career as a corporate governance scholar, giving me access to mentors that are experts in the field and sponsoring visits to top tier universities to co-operate with distinguished researchers. My aim is to recommend best practices to prospective company directors. I am confident that my years at ERIM have shaped me and will help me contribute vibrantly to the field."

Lisanne Versteegt, PhD candidate, department of Business-Society Management, RSM

"I am challenged to push the boundaries of my comfort zone and test the limits of my work ethic and perseverance. While the PhD is not an easy road, I strongly believe it is worthwhile, as I am never left wanting for opportunities to develop the skills necessary to complete my thesis. With the backing of an incredibly supportive supervisor, department and PhD community, I am looking forward to further developing my own identity as a researcher and continuing my career in academia."

“ I am challenged to push the boundaries of my comfort zone ”

Cristian Stet, PhD candidate in finance and accounting, ESE (defended on 29 October 2021)

"Life at ERIM is a continuous adventure of learning and growing. Through the research and interaction with colleagues, students and external experts, there is something new to be discovered every day. The atmosphere is very friendly and supportive; you know that you can always count on the person next to you. As a PhD, I could not have wished for a better place to embark on an academic journey."

Muhammad Asim, PhD candidate, department of Business Economics, ESE

"The PhD helped me transition from a consumer of research to an effective producer of research. The very generous support from ERIM, and help and guidance from world-class professors make it a great leaning experience. I plan to continue to strive for greater rigour and relevance in my research in academia and make my dream of publishing at the highest levels come to life."



Pisitta Vongswadi, PhD candidate, department of Organisation and Personnel Management, RSM (defended on 2 December 2020)

"I get to learn new things every day and create knowledge. I also teach, cultivating new generations of business leaders. ERIM expanded my network of research collaborators, which strengthened my identity and confidence. At ERIM, we're encouraged to ask big, challenging questions that move conversations in the scientific community, and provide relevant, practical implications for organisations."

Your academic career starts here

Become part of ERIM – apply!

Are you ambitious, driven by the desire to develop your personal research interests into impactful knowledge? Do you want to work with the world's top professors? Are you looking to join a group of bright and diverse international scholars? Does your vision of the future include a prestigious academic career at a reputable university or business school? Then the Erasmus Doctoral Programme in Business and Management is the place to be. Become part of ERIM – apply!

Admissions and application

Do you have what it takes to handle the rigorous PhD programme at ERIM?

- You hold a university Master's degree in business or economics or in a related field such as psychology, sociology, (industrial) engineering, or mathematics, depending on the PhD project you are applying for;
- You are driven by an interest in and motivation towards scientific research;
- You have a history of excellent performance in your previous degree or graduate study;
- You are fluent in English, with a recent TOEFL score of 600 on paper, 100 online (minimum 23 on all sections), or IELTS minimum score of 7.5 (minimum 6.5 on all sections);
- You have high recent GMAT or GRE scores of 85% or better.

A photograph of three students sitting in a lecture hall. In the foreground, a young woman with long blonde hair is looking towards the left. Behind her, another young woman with dark hair is looking towards the right. In the background, a third young woman with dark hair is looking towards the left. They are all sitting in blue and orange chairs.

Full information about the admissions and application procedure for the ERIM Doctoral Programme in Business and Management visit:
www.irim.eur.nl/doctoral-programme

Application data

ERIM PhD at a glance

ERIM's admission procedure is very selective to guarantee that if you are accepted, you join the highest quality research environment and some of the best high-potential researchers from around the world. Can you see yourself at ERIM?

Fall 2021 enrolment

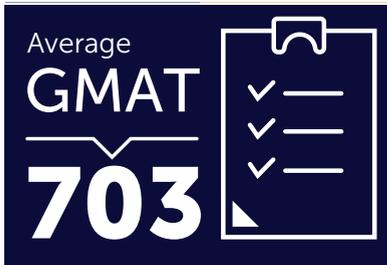


21
newly enrolled
students



Highest quality
Admission
rate: **<3%**

100%
fully funded



81%
international
students



Ever-changing Rotterdam

An aerial night view of Rotterdam, Netherlands. The city skyline is illuminated with lights, featuring modern skyscrapers and the Erasmus Bridge, a prominent white cable-stayed bridge with a tall, angled pylon. The city is built on a delta, with water visible in the foreground and middle ground. The sky is a deep blue, suggesting dusk or dawn.

The city of Rotterdam is a modern metropolis built around the largest port in Europe. Home to citizens representing more than 175 nationalities, 50,000 students and many multinational companies, Rotterdam is a microcosm of the world, a young dynamic city that keeps reinventing itself.

The campus of Erasmus University Rotterdam is a 15-minute bike ride or 20-minute tram ride away from the city centre. Rotterdam is a city for city-lovers. Think modern and urban, not windmills and canals. Around 700,000 people makes it the second biggest city in the Netherlands. Rotterdam is a metropolitan city, a true melting pot where English is an unofficial second language. It is easy to get around by bike, tram, metro, bus, and water taxi. You can get to London, Paris, Brussels or Dusseldorf in less than three hours. Rotterdam is home to three professional football (soccer) teams and the largest pop-up art scene after Berlin. Students feel safe on campus and around the city.



Colophon

Erasmus Research Institute
of Management (ERIM)
Erasmus University Rotterdam
www.erim.eur.nl

Design: PanArt communicatie
en mediadesign

Photography:
Chris Gorzeman, Rotterdam
Branding Toolkit, Shutterstock

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“Doing your PhD at ERIM is a major
milestone towards academic career success.”

Professor Pursey Heugens,
Scientific Director ERIM

ERiM

The Erasmus Research Institute of Management (ERIM) is the joint research institute of Rotterdam School of Management, Erasmus University (RSM) and the Erasmus School of Economics (ESE). The research undertaken by ERIM is focused on management of the firm in its environment, its intra- and inter-firm relations, business processes, strategies, finances, consumers, markets and their interdependent connections. Since its founding in 1999, the objective of ERIM is to carry out first-rate research in management and to offer an advanced doctoral programme in Business and Management. Within ERIM, over 350 senior researchers and PhD candidates are active in five research programmes, spanning all areas of management research. From a variety of academic backgrounds and expertise, the ERIM Community is united in striving for excellence and working at the forefront of creating new business knowledge.

The logo for ERiM, featuring the letters 'ERiM' in a bold, white, sans-serif font. The letter 'i' is lowercase and has a small orange square above it.The logo for RSM Erasmus, featuring the letters 'RSM' in a bold, white, sans-serif font, followed by the word 'Erasmus' in a white, cursive script font.The logo for the Erasmus School of Economics, featuring the words 'Erasmus School of Economics' in a bold, white, sans-serif font, stacked vertically.

Contact information

For further information about the Erasmus Doctoral Programme in Business and Management, please contact:

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