

Title: Postdoctoral Fellow

Campus: University of Maine (Orono)

Department: Maine Business School

Reports To: Assistant Professor of Entrepreneurship and Innovation and State Extension Specialist for Small Business

Length: Fiscal Year (12 months)

Required Documents: Cover Letter, References, Curriculum Vita (CV)

Statement of the Job: The Postdoctoral Fellow within the Maine Business School will focus on building knowledge around business model innovations for sustainable and resilient business practices under environmental threats such as climate change. The focal point of this research will be via the context of Maine's outdoor recreation economy, which includes participation in and use of natural spaces for recreation activities and tourism, as well as the design, manufacture, distribution, and sale of products and services that support outdoor recreation activities. The foundational research conducted by the Fellow as part of a multi-disciplinary research team will contribute components to an economic policy "roadmap" for Maine's outdoor recreation economy. As a postdoctoral position, the Fellow will also engage in a plan of professional development appropriate to professionalization in an AACSB-accredited School of Business.

Typical hiring range for this position is \$60,000 to \$70,000 commensurate with qualifications and experience. Appointment is for one year with appointment beyond initial term contingent on availability of funding. This position may be located in either Orono, Maine or Portland, Maine and hybrid work options may be available.

Essential Duties & Responsibilities:

- Designs and conducts research activities that build understanding of business model innovation in response to changes in the environment that improve business resiliency/sustainability, in the context of the outdoor recreation economy and under the guidance or supervision of one or more faculty members.
- Supports the development of productive and collaborative relationships with stakeholders including the business community and industry and governmental partners through foundational and applied research and related outreach.
- Contributes to or leads the drafting of reports, briefings, and scientific publications to communicate research findings and implications.
- Makes presentations to technical and non-technical audiences.
- Collaborates as part of a team of researchers and stakeholders to contribute to the development of a policy- and programming-relevant roadmap for the outdoor recreation economy in Maine.

- Engages in professional development planning, seeking mentorship and coaching and engaging in activities that promote professionalization under an agreed-upon plan.
- May, depending upon opportunities, be engaged in classroom instruction, outreach education programming, or the identification of funding opportunities and the writing of grant proposals.
- Performs other reasonably related duties as assigned.

Knowledge and Skill Qualifications - Required:

- A PhD or equivalent research-based doctoral degree in a relevant field, such as business (management, entrepreneurship, marketing, etc.); economics or sociology, including applied; parks, recreation, tourism, or hospitality management; or other field providing sufficient expertise in social scientific processes, theories, and methods.
 - Applicants who have successfully defended or been awarded their degree are preferred.
 - Applicants who have advanced to Candidacy and are “all-but-dissertation” status, and who will defend their doctoral thesis/dissertation no later than three months after hire date, will be considered. Certification by the appropriate authority at their doctoral institution may be requested.
- Ability to plan, organize, and implement research activities with independence and only moderate supervision.
- Strong analytical skills and ability to draw appropriate conclusions based on data in a business, economic, or social context.
- Experience with field-based social scientific research methods, including data collection with human subjects via means such as surveys, focus groups, interviews, or behavioral experiments.
- Indicators of likely success in publishing research findings in peer-reviewed outlets.
- Demonstrated ability with basic computing and technology skills used within a professional environment.
- Familiarity with statistical or other data analysis software.
- Strong interpersonal skills and the ability to work in collaborative environments, including with stakeholders and other non-technical parties.
- Effective verbal and written communication skills, with the ability to articulate clear goals and to synthesize research findings for both technical and non-technical audiences.
- Ability to work both independently and as a productive member of a team.
- Ability to travel both in- and out-of-state, usually requiring a valid driver's license with reimbursement at the contract rate.

Knowledge and Skill Qualifications - Preferred:

- Familiarity with research and theory in any of the following:
 - Business innovation and response to environmental changes, such as climate change;

- o The business or economics of outdoor recreation or relevant industries;
- o Business models and business model innovation;
- Interest in foundational or applied research that contributes to the mission of an AACSB-accredited Business School.
- Experience working with stakeholders and/or in translating research findings to implications relevant for businesses, communities, or policy makers.
- Knowledge of or experience in identifying and responding to funding opportunities (i.e. grant writing).

Supervisory Responsibility: This position may include informal supervisory or mentorship roles with undergraduate or graduate student workers.

Work Environment: The Postdoctoral Fellow will work in a standard professional academic setting, which includes an office environment. The duty location will be either in the vicinity Orono, ME, or Portland, ME, area, to be determined prior to start date. Hybrid work options that include telework are available upon discussion with the supervisor, and upon approval from the supervisor and the MBS Executive Dean. At times, the incumbent may need to engage in work at locations away from the main duty station to engage in research and engagement activities. The employee will work with their supervisor and the MBS Executive Dean to define their scope of work, a work plan, and key milestones.

Work Year: Full-time, fiscal year.

Work Schedule: Normal University of Maine hours are Monday through Friday, 8:00 a.m. to 4:30 p.m. Schedule adjustments, including some evening and occasional weekend work, will be necessary to meet the requirements of the position. The employee shall establish regular office hours and in consultation with the supervisor, adjust the work schedule as appropriate.

Position Type: Fixed-length. Initial appointment is for one year. Appointment beyond initial term contingent upon performance and availability of funding. Overall maximum duration of Postdoctoral position is five years.

Schedule for Evaluation: In accordance with UMPSA Collective Bargaining Agreement.

Other Information:

Materials must be submitted by clicking "Apply For Position" via <https://umaine.hiretouch.com/job-details?jobid=83208>.

You will need to create a profile and application and upload:



- 1.) a cover letter which describes your experience, interests, and suitability for the position
- 2.) a resume/curriculum vitae
- 3.) contact information for three professional references

You will also need to submit the affirmative action survey, the self-identification of disability form, and the self-identification of veteran status forms. Incomplete application materials cannot be considered. Materials received after the initial review date will be reviewed at the discretion of the University.

Search Timeline is as follows:

Review of applications to begin: November 27, 2023

Screening interviews to begin no earlier than: December 11, 2023

On-site interviews to begin no earlier than: January 3, 2024

Tentative start date: February 1, 2024

For questions about the search, please contact search committee chair Jason Entsminger at jason.entsminger@maine.edu.

The successful applicant is subject to appropriate background screening.

All UMS employees are required to comply with applicable policies and procedures, as well as to complete applicable workplace related screenings, and required employee trainings, such as Information Security, Safety Training, Workplace Violence and Sexual Harassment.

Background:

The Fellow reports to Dr. Jason S. Entsminger, Assistant Professor of Innovation and Entrepreneurship and State Extension Specialist for Small Business. They will work as part of a UMaine team which includes researchers, professionals, and administrators from the MBS, the School of Economics, and the Office of Strategic Partnerships, Innovation, Resources, and Engagement (SPIRE). Work is to be completed primarily under funding under the [U.S. Economic Development Administration's Travel, Tourism and Outdoor Recreation Program](#). As part of the UMaine team, the Fellow will interact regularly with project partners and stakeholders from government and industry.

The [Maine Business School](#) is the AACSB-accredited academic unit of Maine's Land-Grant University. As the Business School within the state's Research 1-classified institution, MBS leads research and academic endeavors relevant to business within Maine. The MBS faculty and professionals engage in academic adventures focused on evolving business practices that advance knowledge through scholarship as we connect with our communities. We are catalysts for sustainable change in our approaches, processes, and communities. The MBS and the Graduate School of Business believe that supporting, respecting, and appreciating diverse perspectives and experiences strengthens our



community, challenges our assumptions, and yields better decision making in business and in life. We are committed to ensuring that all members of our communities feel welcomed, heard, and engaged.

About the University:

The University of Maine is a community of more than 11,900 undergraduate and graduate students, and 2,500 employees located on the Orono campus, the regional campus in Machias, and throughout the state. UMaine is a land, sea and space grant university, and maintains a leadership role as the University of Maine System's flagship institution. UMaine is the state's public research university and a Carnegie R1 top-tier research institution, dedicated to providing excellent teaching, research and service for Maine, the nation and the world. More information about UMaine is at umaine.edu.

The University of Maine offers a [wide range of benefits](#) for employees including, but not limited to, tuition benefits (employee and dependent), comprehensive insurance coverage including medical, dental, vision, life insurance, and short and long term disability as well as retirement plan options. As a former NSF ADVANCE institution, the University of Maine is committed to diversity in our workforce and to dual-career couples.

UMaine is located in beautiful Central Maine. Many employees report that a primary reason for choosing to come to UMaine is quality of life. Numerous cultural activities, excellent public schools, safe neighborhoods, high quality medical care, little traffic, and a reasonable cost of living make the greater Bangor area a wonderful place to live. Learn more about what the Bangor region has to offer here.

In complying with the letter and spirit of applicable laws and pursuing its own goals of diversity, the University of Maine System does not discriminate on the grounds of race, color, religion, sex, sexual orientation, transgender status, gender, gender identity or expression, ethnicity, national origin, citizenship status, familial status, ancestry, age, disability physical or mental, genetic information, or veterans or military status in employment, education, and all other programs and activities. The University provides reasonable accommodations to qualified individuals with disabilities upon request. The following person has been designated to handle inquiries regarding non-discrimination policies: Director of Equal Opportunity, 5713 Chadbourne Hall, Room 412, University of Maine, Orono, ME 04469-5713, 207.581.1226, TTY 711 (Maine Relay System).