



### Job Description

Applications for a postdoctoral research position are invited from those who seek to fundamentally reimagine the role of small- and medium-sized enterprises (SMEs) in sustainability transformations. Are you interested in understanding how the capacity of SMEs to realize change is co-constituted by the entanglement of organizations and matter – from infrastructure to technologies and environments? Do you believe that just and sustainable futures require a fundamental rethinking of our current practice, including how we relate to and negotiate with the material world?

#### About the project

This research investigates how businesses mobilize matter to advance sustainability transformations. Centring on small- and medium-sized enterprises (SMEs), this research challenges traditional conceptualizations of these actors as static organizational units circumscribed by institutional rules, available resources, or adaptive capacities. Instead, it approaches SMEs as always-emergent assemblages – sites where human and more-than-human entities intra-act and shape organizational pathways. This project addresses three interrelated questions i) how are sustainability strategies in SMEs formed by the physical environment (workspaces, scale of production, technologies); ii) how does matter co-constitute circular practices and shape the capacity of collective organizing among SMEs, and iii) how are material realities co-constituted and changed through SME-driven sustainable entrepreneurship. Through these questions, the project explores the deep entanglement of SMEs with their material surroundings and how intra-actions between these organizations and their environment reconfigure materials, products, and production systems in processes of sustainability change.

#### Your Role

As an integral part of the MATTER (Material Agency Through Transdisciplinary Entrepreneurship Research) Lab, you will play a central role in shaping research directions, fostering collaborations with partner organizations, and carrying out rigorous, high-quality empirical work. You will receive support to strengthen your research profile and develop original contributions to the field. The research you will carry out during the first year will draw on your research experience and background to develop new theoretical insight for studying the entanglement of SMEs and matter. This work may unfold at the intersection of organizational studies, sustainability research, and new materialism and actively engage with posthumanism, feminism, antiracism, political ecology, anticolonialism, and alternative approaches such as indigenous and global south perspectives. As part of your inter- and transdisciplinary work, you will engage with different disciplinary approaches, methodologies, and theories relevant to understanding and redefining the entanglement of SMEs and their environments in the context of sustainability transformations.

During the first year, the main tasks will include

- Advance the project's research agenda by developing new theoretical frameworks
- Prepare grant and fellowship applications
- Contribute to the development of the research design and methodology
- Conduct empirical research with SMEs and partner organizations
- Mentor PhD research

- Contribute to the collective learning and inclusive environment of the MATTER Lab

#### The Offer

A one-year, full-time postdoctoral research position at the Université du Québec à Trois-Rivières (UQTR), with the possibility of renewal for up to three years, depending on funding availability. The position will be supported through a fellowship stipend in the range of \$40 000 to \$45 000, depending on the candidate's qualification and experience. Accommodations (start date, part-time arrangements, etc.) can be negotiated. Detailed information about the postdoctoral fellowship at UQTR can be found [online](#). You will be formally affiliated with the Institute for Research on SMEs (InRPME). InRPME brings together more than thirty researchers working on topics related to SMEs and entrepreneurship, alongside postdoctoral fellows, doctoral and master's students, and research professionals ([www.uqtr.ca/inrpme](http://www.uqtr.ca/inrpme)).

#### Your Profile

This position is designed for a curious and engaged researcher who is committed to transdisciplinary and socially relevant research and who fulfills the following requirements

- Completed a Ph.D. between 2024 and February 2026;
- Excellent skills in qualitative research;
- Excellent organizational skills and strong ability to work independently and collaboratively within an interdisciplinary team;
- Excellent written and spoken English; proficiency in French is an asset.

#### Additional relevant qualifications

- Publications in peer-reviewed journals;
- Experience in obtaining research grants or scholarships;
- Experience in collaborating with research partners.

Women, persons with disabilities, Indigenous peoples, racialized people, and members of 2SLGBTQI+ communities are actively encouraged to apply because equity and diversity are an integral part of academic excellence and impactful research.

#### How to apply

Interested candidates are invited to submit the following documents by February 28, 2026

- A 1-page cover letter outlining personal motivations, qualifications and your experiences relevant to the position;
- A 1-page statement outlining a detailed plan of what you want to achieve during your first year of your postdoctoral fellowship, including but not limited to the task listed above;
- A 1-page statement how you want to contribute to the interdisciplinary research of the MATTER Lab, for example, by bringing in dialogue organizational studies, sustainability research, and new materialism;
- A curriculum vitae, including a list of publications;
- Three writing samples (e.g., published articles, dissertation chapters, or manuscripts);
- The names and contact information of three referees who may be contacted for letters of reference.

The application should be addressed to Christopher Luederitz and submitted to the following email address: [christopher.luederitz@uqtr.ca](mailto:christopher.luederitz@uqtr.ca)

#### **Results**

Applications will be reviewed on a rolling basis until February 28. The anticipated start date is May 1, 2026. Candidates who are not selected will be notified by the end of March.

#### **Contact**

For any questions about this application, please contact Christopher Luederitz at [christopher.luederitz@uqtr.ca](mailto:christopher.luederitz@uqtr.ca).