Call for Applications: Postdoctoral Fellowship in Business Leadership for Climate Change Governance

FAPESP Fellowships linked to FAPESP/CEPID - Center for Innovation, Research and Diffusion on Governance of Global Environmental Changes (led by FGV EARTH) – FAPESP Process No. 2022/14558-2

https://fapesp.br/en

https://cepid.fapesp.br/en

Research Nucleus: Leadership

Host Institution: Fundação Getulio Vargas (FGV), São Paulo School of Business Administration (FGV EAESP), Avenida 9 de Julho, 2029, Bela Vista, São Paulo – SP, Brazil.

Research Center: FGV Earth, https://eaesp.fgv.br/en/study-centers/center-innovation-research-and-diffusion-cepid-governance-global-environmental-changes

Fellowship Title: Business Leadership and Climate Change

Supervisor: Professor Jorge Carneiro (FGV EAESP)

Co-supervisor: Prof. Umesh Mukhi (FGV EAESP)

Application deadline: 31 December 2026

Interviews with short-listed candidates: January 2027 (only short-listed candidates will be contacted)

Desired start date (negotiable): between April 2027 and July 2027 (subject to FAPESP approval; FAPESP fellowships always start on the first day of a month)

Duration: Up to 36 months, in accordance with FAPESP regulations for Postdoctoral Fellowships. Continuation after the first 12 months will depend on a performance evaluation by the supervisors (an internal FGV Earth procedure) and on FAPESP's approval of the scientific reports. FAPESP rules allow fellowships linked to CEPIDs to be renewed for up to 12 additional months, for a total of up to 48 months.

Location: The post-doc fellow will need to reside in São Paulo during the duration of the scholarship. FGV does not offer financial assistance for relocation. However, fellows who need to move to São Paulo may request FAPESP's Moving Cost Allowance (Auxílio Instalação), in accordance with FAPESP rules.

More Details on the Fellowship: https://fapesp.br/en/postdoc

The Research, Innovation and Dissemination Centre (CEPID) is a programme funded by the São Paulo Research Foundation (FAPESP) to address transformative issues related to global challenges. The main objective of this CEPID, conducted by FGV Earth research centre, is to analyse and improve the governance of global environmental change, with an emphasis on developing countries.

The programme seeks to advance knowledge of environmental governance and management with the aim of developing new concepts and approaches that enable solutions to be built at both national and international levels. In this way, the CEPID will contribute to the development of management tools and governance mechanisms that facilitate the implementation of effective solutions to global environmental problems at different scales.

In addition, the CEPID will support Brazil's long-term strategy to establish itself as a centre of excellence in the dissemination of solutions to environmental challenges, seeking international recognition for its innovative approaches to research and teaching.

Fellowship Theme: Business Leadership for Climate Change Governance

The full research project can be found here: FGV EARTH Description - General.pdf.

The successful postdoctoral fellow will join **Research Nucleus 5 – Leadership**, contributing to the broader research agenda on the role of business organizations in advancing climate change governance and the United Nations Sustainable Development Goals (SDGs). The fellowship will focus on understanding how climate change governance can be embedded within organizational leadership structures and strategic decision-making processes, as well as how leaders influence the implementation of sustainability-oriented initiatives across projects, operations, and stakeholder networks.

The research will investigate the leadership attributes, competencies, and management approaches that enable the effective integration of sustainability and climate governance into corporate strategy. Particular attention will be given to the ways in which leadership shapes organizational responses to complex environmental and societal challenges, fostering innovation, resilience, and long-term value creation.

Building on contemporary perspectives on sustainability-oriented leadership, the postdoctoral fellow will examine the mindsets, values, and capabilities required for leaders to act as agents of transformation. Sustainability-oriented leaders are increasingly expected to challenge established practices, articulate a compelling vision for sustainable development, and mobilize multiple stakeholders around shared objectives. Through empowerment, collaboration, learning, and innovation, they nurture organizational environments that support adaptation to emerging sustainability challenges while strengthening organizational performance and legitimacy.

The research will further explore the long-term orientation that characterizes sustainability-oriented leadership. Rather than prioritizing short-term financial outcomes alone, sustainability-oriented leaders seek to balance economic, social, and environmental objectives while generating value for multiple stakeholders. They contribute to sustained organizational success by investing in innovation, talent development, organizational learning, and the

development of capabilities that underpin long-term competitiveness and positive societal impact.

A central focus of the fellowship will be the examination of leadership challenges and implementation frameworks that address sustainability transitions across interconnected economic, social, and ecological systems. Such challenges frequently require leaders to navigate diverse phases of organizational transformation and institutional contexts and reconcile competing interests among multiple stakeholder groups.

The research may encompass a variety of organizational and governance contexts, including views of multiple actors, and that mobilise complementary economic-social and ecological arenas (*cf*. Van Tulder & Van Mil, 2022), such as:

- Public and private organizations
- Governmental and non-governmental institutions
- For-profit and not-for-profit organizations
- Public, private, and hybrid governance arrangements
- Public goods and private goods provision systems
- Multi-stakeholder partnerships and collaborative governance initiatives

Potential empirical settings for investigation include, but are not limited to:

- State-owned enterprises
- Government agencies and public institutions
- Public-private partnerships
- Semi-public and semi-private organizations
- Publicly listed companies
- Privately held firms
- Family businesses
- Civil society organizations
- Non-governmental organizations (NGOs)
- Social enterprises
- Cooperatives and collective organizations
- Community-based initiatives
- Public policy institutions
- Impact investors and other providers of capital

(Note: enlarged from Van Tulder, R., & Van Mil, E. (2022). *Principles of Sustainable Business*: Frameworks for corporate action on the SDGs. Taylor & Francis.)

The following materials (published by Prof. Rob van Tulder, one of the visiting researchers of FGV Earth) shall be useful for the post-doc candidate to reflect about the role of business leadership within the scope and the multiple dimensions of sustainability in general and of climate change governance in particular:

https://www.principlesofsustainablebusiness.nl/posters/posters-corporate-strategies/

https://www.principlesofsustainablebusiness.nl/videos/strategizing-in-a-vuca-world-in-english/

The successful candidate is expected to contribute to the advancement of theory and practice in sustainability-oriented leadership and climate governance, generating insights that inform organizational strategy, leadership development, and policy design. The outcomes of the research are expected to enhance understanding of how leaders can effectively drive sustainability-oriented transformation and support organizations in addressing climate challenges while creating long-term economic, social, and environmental value.

Objectives and Research Plan

The postdoctoral fellow shall develop and execute a research plan that includes (but is not limited to) a literature review to cover strategy implementation, sustainability-oriented leadership, ecosystem leadership, change management – all related to climate change governance.

In collaboration with the Nucleus 5 research team and the research teams of the other nuclei, the postdoctoral fellow shall develop a multi-method research design that shall integrate surveys, interviews, focus groups, and documentary sources, with particular attention to the Brazilian and Latin American contexts.

The fellow will also help organise and participate in collaborative workshops with other FGV Earth research groups to ensure interdisciplinary integration and will contribute to the dissemination of research findings through seminars, workshops, policy briefs, stakeholder engagement, and communication activities aimed at complementary audiences: academic, managerial and public-policy related.

The fellow is expected to contribute earnestly to the conceptual development and research design; data collection and dissemination of preliminary findings; preparations of academic publications and policy briefs; and encouragement of stakeholder engagement.

The fellowship shall provide opportunities for both leading and co-authoring scholarly outputs with supervisors, faculty members, doctoral students, and international partners.

Eligible applicants are researchers from any higher education or research institution in Brazil or abroad who hold a doctoral degree obtained less than seven (7) years ago, in accordance with FAPESP rules (exceptions, such as maternity or adoption leave, apply under FAPESP PR Ordinance No. 171/2024) and who have a relevant academic publication record in the field. For more detailed information on eligibility requirements and obligations, applicants should consult the general FAPESP criteria for Postdoctoral Fellowships.

FAPESP Postdoctoral Fellowships may be awarded for up to 36 months. FAPESP does not establish a probationary period; however, continuation after the first year will depend on an internal performance evaluation by the supervisors and on the timely submission and approval of the scientific reports required by FAPESP.

FAPESP Fellowship Conditions

The fellowship is subject to the rules of the São Paulo Research Foundation (FAPESP) for Postdoctoral Fellowships. The monthly stipend is currently R$ 12,570.00, according to FAPESP's Table of Fellowship Values. The fellow will also be entitled to a Research

Contingency Fund (Reserva Técnica) for expenses directly related to the research project and, if relocation to São Paulo is required, may request a Moving Cost Allowance (Auxílio Instalação). The fellowship requires exclusive, full-time dedication to the research project; holding a formal employment contract or any other fellowship simultaneously is not allowed, except in the cases provided for in FAPESP rules. The fellow may apply for a Research Internship Abroad (BEPE) during the fellowship. The fellowship is conditional on FAPESP's approval: the selected candidate will prepare, together with the supervisor, a research project and the documentation required for submission to FAPESP. Full rules are available at https://fapesp.br/en/postdoc.

Requirements for Working at the FGV Earth Research Centre

Among other aspects considered during the selection process, applicants must meet the following requirements:

1. A PhD degree in Business Administration, Public Administration, Economics, or a related field within Applied Social Sciences, preferably with emphasis on sustainability, environmental issues, strategy, leadership, change management;
2. PhD degree awarded less than 7 years ago, in accordance with FAPESP rules;
3. Previous research experience on strategy implementation, preferably related to sustainability-oriented strategies;
4. Ability to use both qualitative and quantitative social science research methods (multi-method approaches);
5. Fluency in written and spoken English;
6. Full-time and exclusive dedication to research;
7. Ability to present scientific findings effectively, both orally and in writing, to the research group and to non-academic audiences;
8. Availability to work in person with the FGV Earth team in the city of São Paulo;
9. Availability for domestic and international travel.

Specific responsibilities include conducting literature reviews; developing multi-method research designs; collecting and analysing quantitative and qualitative data; preparing articles for international academic journals; preparing final research reports; producing knowledge-transfer materials, such as policy briefs, stakeholder reports, and outreach materials; and participating in the training and co-supervision of postgraduate students involved in the FGV Earth research team.

Applications

Applications will be accepted until **31 December 2026**.

Applicants should apply for the fellowship by sending an email to eaip@fgv.br with the subject line **"CEPID Postdoc Leadership"**, attaching the following documents in English:

i. A concise CV (maximum four pages);

ii. A motivation/cover letter (1–2 pages) describing the applicant's interest in the position, previous experience in sustainability and strategy, and alignment with the themes of sustainability-oriented leadership for climate change governance;

iii. Copies of two publications considered by the applicant to be their most relevant work regarding the theme of this fellowship (papers, thesis chapters, or other academic publications).

Selection Process

The selection process will comprise two stages:

i. Initial screening: The submitted documentation will be reviewed to assess applicants' compliance with the requirements of this call and with FAPESP regulations. Only shortlisted candidates will be contacted for an interview.

ii. Interviews: Interviews will be conducted with shortlisted candidates during January 2027. Interviews will be held via Zoom or Teams.

By no later than February 2027, the approved candidate shall confirm her/his willingness to live in São Paulo during the period of the fellowship and shall confirm the start date of the post-doc fellowship, which shall be between April and July 2027. The fellowship will start only after approval by FAPESP.