



**EPSRC Industrial CASE PhD Studentship**  
**Warwick Business School (in collaboration with National Grid PLC)**  
**University of Warwick**

*Security Culture Mapping*

An excellent opportunity has arisen for a highly motivated and capable individual to undertake a PhD project, which will map out the organizational culture at National Grid Plc. with special reference to the nature, role, and importance of information security in the everyday work environment.

The project will involve ethnographic research (interviewing National Grid, staff and senior management – together with field observations, to gather data that will advance understanding of the nature and role of organizational culture in the prevention and promotion of security awareness and conduct in and around the workplace). The findings will advance academic scholarship and inform practice at National Grid and beyond.

The successful applicant will receive full fees and a stipend of £13,726 per annum for 3.5 years, plus an annual travel allowance. The studentship is available only to applicants who meet the EPSRC's residency requirements. See the EPSRC website:

<http://www.epsrc.ac.uk/skills/students/help/Pages/eligibility.aspx>

**Project Summary**

The research is expected to draw on relevant theories and frameworks to undertake a culture mapping exercise, with special reference to the attitudes, values and behaviours pertaining to information security, data privacy and physical security. In so doing, the successful applicant will critique and extend significantly the relevant literature, leading to joint publications with the supervisory team in relevant peer reviewed journals, practitioner outlets and other distinguished outputs as appropriate.

The project will involve theorizing the notion of security cultures, interviewing National Grid employees (staff and senior management) and undertaking observational fieldwork, to gather the requisite data, followed by analysis and reporting of findings. Fully funded travel throughout the UK (and possibly overseas) is expected.

The main deliverable will be in the form of the PhD thesis and a report summarizing the main findings and recommendations for National Grid, the sponsoring organization.

It is envisaged that the work will be publishable as a series of articles (to be co-authored with the project supervisory team).

### **Supervision**

The research will be supervised by a supervisory team which will include Professor Gerard Hodgkinson (WBS), as the lead supervisor, and Dr Jenny Cooper (National Grid Plc.).

### **Collaboration**

The Studentship is co-funded by EPSRC and National Grid Plc. National Grid is an international electricity and gas company based in the UK and North Eastern US. It is one of the world's largest investor-owned utilities with approximately 19 million industrial, commercial and domestic customers. It employs almost 28,000 employees, 63% work in the US; 37% work in the UK. It is the UK's Largest Utility Provider & the 2nd Largest in the US.

### **Applications**

Candidates should have a minimum 2.1 class undergraduate degree in a relevant discipline (preferably Psychology and/or Sociology) and ideally a relevant Masters degree, as well as a keen interest in the application of behavioural science theories, principles and frameworks to real world problems. The candidate must possess excellent communication skills (written and oral), as well as good interviewing skills, and a grasp of statistical analysis techniques.

For project enquiries please contact [Professor Gerard Hodgkinson](#).

For application and eligibility enquiries: [phdadmissions@wbs.ac.uk](mailto:phdadmissions@wbs.ac.uk).

The application deadline is **31 March 2014**.

Shortlisted applicants will be invited to attend an interview at a date to be confirmed. The project will start in October 2014.