

1 Assistant or Associate Professor in **HUMAN RESOURCE MANAGEMENT/ORGANIZATION STUDIES/ORGANIZATIONAL BEHAVIOR (with an emphasis on Change Management)**

In response to its continuous growth, IÉSEG School of Management invites applications for a full-time permanent position (starting September 2020) in **Human Resource Management, Organization Studies or Organizational Behavior at the Assistant or Associate Professor level** (Paris Campus). We are particularly looking for a professor with a research and/or teaching focus on **Change Management**. As such, research/teaching could focus on change processes in organizational culture, organizational structure, communication, power, leadership, etc. and/or change contexts (e.g., mergers and acquisitions, changing nature of work, information technology driven change, etc.). The selected candidate will be a part of the Department of "People, Organizations and Negotiation".

ABOUT IÉSEG SCHOOL OF MANAGEMENT

- IÉSEG holds the **"triple crown"** of international accreditations (AACSB, AMBA & EQUIS) and is a member of the "Conférence des Grandes Écoles". The School offers Bachelor, Master and Post-Graduate Degrees as well as Executive Education programs.
- IÉSEG is one of the leading French business schools in terms of research. The IÉSEG Research Center is accredited by the French CNRS (National Center for Scientific Research). The school actively **promotes research, provides resources** for active scholars and **offers financial bonuses** for high quality international peer-reviewed research publications. As a result, faculty members are highly successful in publishing their research in top-tier refereed international journals.
- IÉSEG offers a **dynamic and international work environment** with over 40 different nationalities represented. Crucial to the school are its core **values: Accomplishment, Responsibility, Integrity, Solidarity and Engagement**. These are strongly reflected in our recruitment policy which focus on promoting equality, diversity and providing an inclusive and supportive environment for everyone. **The school offers** employees a competitive salary, a relocation allowance and housing search assistance, French social security benefits, complementary health insurance, a profit sharing plan, and a contributory pension scheme. Our satisfaction survey among new hires shows that 100% of the respondents were (very) satisfied with the organization of their arrival on campus.
- Our **Lille Campus** is in the heart of the Northern French city of Lille (within the triangle made up by London, Paris and Brussels), and our **Paris Campus** (with a brand new building) is located in the biggest European business district of "La Défense". Both premises have an excellent classroom infrastructure as well as an energizing research environment.

More information about IÉSEG School of Management is available online at: <http://www.ieseg.fr/en/>

ABOUT THE DEPARTMENT OF "PEOPLE, ORGANIZATIONS AND NEGOTIATION"

The department consists of around **30 full-time academic staff** who teach and perform research in the areas of Human Resources Management, Organization Studies, Organizational Behavior, Negotiation, Mediation and Conflict Management. Our diverse body of permanent professors have recently published articles in **international peer-reviewed journals such as** Organization Studies, Journal of Management, Journal of Organizational Behavior, Organizational Behavior and Human Decision Processes, Negotiation and Conflict Management

Research, International Journal of Conflict Management, Journal of Management Studies, Human Resource Management (Journal), Human Relations, Research Policy, Industrial Relations, Journal of Business Research, European Management Review, Human Resource Management Review, Journal of Business Ethics, and many others.

ABOUT THE POSITION

Candidates are expected to possess **strong teaching skills** and have **a commitment to research excellence** while professional experience is a plus. Our selected applicant will teach courses in Change Management, HRM, Organizational Behavior and/or Organization Studies at the undergraduate, graduate and/or postgraduate level and also to contribute to the design and development of the Department's programs. Importantly, applicants should embody the **values** of the school and be **team players**.

Applicants should possess a **PhD** and be completely **fluent in English** as nearly all courses at IESEG are taught in this language. Prior knowledge of French is not required as **the School provides French courses** to faculty members.

Applicants for the position of **Assistant Professor** are expected to have the potential to secure publications in top-tier refereed journals in the near future. For appointment at the **Associate Professor** level, however, applicants are required to have (a) extensive higher education teaching experience; (b) a strong publication record in top-tier refereed journals; and (c) good networks in academia and/or professional circles at regional and international levels.

APPLICATION PROCEDURE

In order to apply, please fill in the following form http://ieseg.az1.qualtrics.com/jfe/form/SV_5BI3hf7utcGLlit and upload your application package. This should consist of the following merged into one PDF document indicating name and reference code "CM20":

- A curriculum vitae (mentioning the names, affiliations, and email addresses of two referees)
- A cover letter
- A research and a teaching statement
- One working paper
- Recent teaching evaluations

Two recommendation letters should be sent separately by the referees to:

Dr. Elise Marescaux

Head of the Department of "People, Organizations and Negotiation"

Email: HRMrecruitment@ieseg.fr

For any further question, please contact us by e-mail at **HRMrecruitment@ieseg.fr**

APPLICATIONS WILL BE CONSIDERED AND PROCESSED UPON RECEPTION, SUCH THAT THE PROCESS WILL CONTINUE UNTIL THE POSITION IS FILLED. THE FINAL CLOSING DATE FOR APPLICATIONS IS, HOWEVER, DECEMBER 31, 2019

IN ALL COMMUNICATION, PLEASE QUOTE REFERENCE: CM20