



## 2 POSITIONS OF ASSOCIATE PROFESSOR OF HR MANAGEMENT Montpellier Business School (Montpellier, France)

### ABOUT THE SCHOOL

Founded in 1897, Montpellier Business School (MBS) is a vibrant, innovative, and dynamic business school. It is triple accredited (AACSB, EQUIS, and AMBA) and offers a wide range of graduate and undergraduate programs including BBA, Master's, MSc, Executive MBA, and DBA programs, as well as tailor-made executive programs. In 2021, the BBA was the second-best bachelor's degree in France according to "L'Etudiant" ranking and the Master's in Management was ranked 56<sup>th</sup> in the world by the Financial Times. MBS welcomes approximately 4,000 students every year. Its main campus is ideally located in the south of France, in the city of Montpellier, which is one of the most attractive and fastest-growing cities in France.

MBS' vision is to actively participate in the construction of a sustainable economy and society. This vision is shared and fulfilled by our 100+ faculty members (international faculty: 65% - 30 nationalities) who are dedicated to developing excellence both in teaching and research. MBS' teaching and research activities cover all traditional areas of management science. Every year, our faculty members publish over 150 articles in peer-reviewed journals listed in the CNRS, FNEGE, ABS, and FT50 rankings. 25% of these articles focus on societal themes that fit with the school's core values of ethics, openness, diversity, global performance, and social responsibility.

**For more information:** [About MBS](#) | [About research at MBS](#) | [About MBS Faculty](#) | [About the city of Montpellier](#)

### ABOUT RESEARCH AT MBS

Members of the HR department have varied methodological approaches and research interests including business-government relations, diversity, group work processes, HR management, innovation management, leadership, technostress, social responsibility, as well as organizational identity, power, and behavior. Their publications have appeared in premier journals such as Administrative Science Quarterly, Human Relations, Human Resource Management, Industrial and Corporate Change, Journal of Business Ethics, Journal of Organizational Behavior, European Journal of Operational Research, and Journal of Product Innovation Management.

### ABOUT THE POSITIONS

MBS invites applications for **2 permanent, full-time positions of Associate Professor of HR Management**. The appointments are expected to commence September 1, 2022, and the selected candidates are expected to relocate to Montpellier or nearby area.

**The first position is opened to candidates whose research and teaching interests lie in HR management with a focus on ethics, diversity, and/or inclusion.**

**The second position is opened to candidates whose research and teaching interests lie in HR management with a focus on digital transformation and/or digital business.**

MBS offers salaries and conditions that are competitive and in line with national standards (e.g., relocation policy to support the moving process, French language courses for faculty members and their families, health insurance, benefits package, and a complementary pension scheme).

The research environment is vibrant and teaching loads are attractive. A high level of research support is provided, including a generous individual budget for conducting research and attending conferences.

**MBS is looking for candidates who:**

- Hold a PhD in HR Management or a closely related field from a recognized institution

- Conduct research consistent with the interests of MBS faculty members. Conducting research in areas consistent with the core values of the school is an asset
- Have a strong record of publications in leading peer-reviewed journals
- Have extensive teaching experience at different levels and show strong evidence of teaching and learning innovation. Having teaching experience at the executive level is a plus
- Are able to teach in English (being able to teach in French is not required but is an asset)
- Demonstrate evidence of active participation in the life of their current institution

**The candidates will be expected to:**

- Publish regularly in internationally recognized peer-reviewed journals (e.g., journals listed in the FT50 or classified in category 4\*, 4, or 3 in the ABS List)
- Contribute meaningfully to the visibility of MBS in the media and the society at large
- Teach high-quality and innovative courses at undergraduate and/or postgraduate level
- Participate actively in service activities (e.g., supervise master theses, participate in student selection and recruitment, service in committees, representation of the school at events), in proportion with the academic rank
- Take part in the department's activities (e.g., research workshops, friendly reviews)
- Assume, when appropriate, academic responsibilities in program development or research

## **APPLICATION PROCEDURE**

**Candidates interested in applying for the first position (ethics, diversity, and/or inclusion) should apply here:** [Associate Prof. of HR Management – Position 1.](#)

**Candidates interested in applying for the second position (digital transformation and/or digital business) should apply here:** [Associate Prof. of HR Management – Position 2.](#)

When applying, candidates will be asked to upload 3 separate documents:

- A cover letter
- In one single file: (a) a CV that includes a list of publications (clearly indicating their ranking in the ABS list) and the names and contacts of at least 2 referees, (b) a research statement that details research interests and pipeline, (c) a teaching statement that includes a list of courses taught as well as recent teaching evaluations (if available for the last 2 academic years)
- A work-in-progress manuscript

**The deadline for submitting applications is December 15, 2021.** Candidates are strongly encouraged to apply as soon as possible because screening of applications will start in a timely manner and will continue until the positions are filled. Selected candidates will be invited for a preliminary job interview via video conference. Following these pre-interviews, some of the candidates will be invited for a formal campus visit.

Exceptional candidates at the rank of Assistant Professor or Full Professor can be considered but must contact [mbsfacultyrecruitment@montpellier-bs.com](mailto:mbsfacultyrecruitment@montpellier-bs.com) before applying.

Questions about the submission of applications and the HR portal should be addressed to [recruit@montpellier-bs.com](mailto:recruit@montpellier-bs.com).

Questions about the school and the positions should be addressed to [mbsfacultyrecruitment@montpellier-bs.com](mailto:mbsfacultyrecruitment@montpellier-bs.com).

### **Equal employer opportunity statement:**

MBS is an equal opportunity employer who seeks to recruit and support a broadly diverse community of faculty and staff. We value and celebrate diversity in all its forms and strive to foster an inclusive culture. All qualified applicants are strongly encouraged to apply and will receive consideration for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, or disability status. MBS has been awarded the DIVERSITY® and PROFESSIONAL EQUALITY® labels from AFNOR for more than 10 years.