FULL-TIME ACADEMIC POSITION IN STRATEGY

FACULTY SOLVAY BRUSSELS SCHOOL OF ECONOMICS AND MANAGEMENT

Reference : 2023/A003
Application deadline : November 30, 2022
Start date : October 1, 2023

Job description

The Solvay Brussels School of Economics and Management (SBS-EM) is the School of Economics and Management of the Université libre de Bruxelles (ULB). The school’s mission is to have a decisive and positive impact on how economic and business challenges are addressed. With a strong emphasis on quantitative methods, we produce pioneering research and educate women and men to become true leaders and entrepreneurs in their field.

SBS_EM consists of a vibrant mix of people interested in management, economics, marketing and finance. The school actively strives to create and maintain an intellectually stimulating environment, advancing scientific knowledge in the areas mentioned above, while at the same time contributing to the development of effective practices and life-long learning for organizations. The School is FT-ranked (61th in 2019) and EQUIS and AMBA accredited.

Description of the Chair in Strategy

The major questions in contemporary strategy in today’s glocalized world are essentially complex and answers are, therefore, interdisciplinary. The SBS-EM chair of Strategy contributes to this debate from a managerial perspective. The School’s strategy research unit has competences in strategic foresight; organization, change and reform; contractualization and performance management. In line with the school’s values of free inquiry the successful candidate will nonetheless freely define his/her own research agenda in the field of strategy and in accordance with the school’s mission.

Area of Research :

The successful candidate will have the opportunity to leverage his/her research competences from a cross-functional strategy perspective, but can also carry out research towards functional management sub-disciplines that mesh with strategy, such as organizational behaviour and HR, sustainability and development, performance management, marketing, innovation, sustainability, international business strategy, economics and organisation of the firm, entrepreneurship etc. Candidates are not expected to be experts in all these fields, but need to be willing to closely collaborate with SBS-EM and ULB faculty members in the disciplines relevant for their research agenda. The school uses an extensive ranking of journals to measure research output and uses this, together with other standard research outputs, for tenure and promotion decisions.

Educational and scientific goals :
The selected candidate will contribute to research and teaching in strategy. It essentially aims at:

- reinforcing research in strategy of the School by strengthening interdisciplinary research collaborations, seeking funding for research projects in the field and publishing in internationally recognized peer-reviewed journals;
- contributing to education (bachelor, master and executive education) by developing knowledge, skills and competences related to strategy in a national and international context, providing the necessary tools and insights for “evidence-based” research;
- interacting closely with practitioners and engaging with concrete strategic management issues of organisations in Brussels, either national or international.

The recruiting committee will select the candidates on the basis of the following criteria: quality of the research project and scientific publications, relevance of the research project to practice, pedagogical project with respect to teaching strategy to different types of audiences and teaching experience at different levels, international experience and academic collaborations, experience in institutional relationships and networking capabilities.

Courses covered at the time of recruitment:
Candidates will be expected to contribute to the School and University’s core courses and programs in strategy, both in regular programs and in life-long learning programs, and to supervise on average 6 master theses per year in strategy. Courses will include topics on strategy in relation with, among others, internationalisation, sustainability, innovation and designing organisations. In the long-run, candidates will be requested to teach 4 courses of 5 ECTS (with a max. of 3 courses during the first year).

Qualifications required:

- Candidates for the position must hold a PhD Degree (with doctoral thesis) in management (preferably in Strategy or a related discipline) or economics. In the latter case strategy related research or teaching experience is recommended.
- Candidates should have a proven record and pipeline of high-quality publications in internationally recognized peer-reviewed journals and be able to write grant proposals in the field.
- A minimum of 4-year scientific career at the time of hiring is required. Doctoral research years count towards this qualification but at least one year of postdoctoral experience is required as well.
- Exchange periods outside of the applicants’ home institution (during or after their PhD) will be taken into consideration when evaluating applications.
- Candidates should already have some teaching experience at university level. Experience in executive teaching is an asset.
- A good command of English at an academic level (depending on the field, level C1 is required),
- For non-French speaking natives a learning period may be granted, but candidates must be capable of teaching in French at the end of the third year following their appointment.

Interested?
For more information, please contact Bram De Rock, vice-dean of research of the faculty, (bram.de.rock@ulb.be).

Applications must be sent by e-mail to the rectorate of the Université Libre de Bruxelles (rectrice@ulb.be) and to the faculty deanship (dean-office-sbs-em@ulb.be). You should also upload your files on EJM.

They must include the following:

- an application letter.
• a Curriculum Vitae including a list of publications. Although not mandatory, you can complete a standard form via the ULB website at https://www.ulb.be/fr/documents-officiels/completer-votre-cv-en-ligne. Once completed, it must be downloaded and attached to the application file.
• a job market paper.
• a 7,000-character report (4 pages) presenting the applicant’s research activities and a research project, including how these will integrate into ULB’s research teams.
• a teaching dossier including a 7,000-character report (4 pages) on the applicant’s previous teaching activities and a teaching project for the first five years in this position; these must be relevant to the faculty and to the teaching profiles for the programs to which the applicant is to contribute.
• a note on the applicant’s international achievements and projects (no more than 4 pages).
• three reference letters. Also include the names and e-mail addresses of two more referees who may be contacted by those in charge of evaluating applications. Gender balance in the five names is a plus. These referees should not have conflicts of interest because of family or emotional ties.

The recruiting committee will select the candidates on the basis of the following criteria: quality of the research project and scientific publications, pedagogical project with respect to teaching econometrics to different types of audiences and teaching experience at different levels, international experience and academic collaborations, experience in institutional relationships and networking capabilities. SBS-EM uses an extensive ranking of journals to measure research output and uses this, together with other standard research outputs, for tenure and promotion decisions.

The appointment to the academic staff of ULB is made at the “Chargé de Cours” (Associate Professor) level. The exact wage scale depends on the seniority level, which in turn depends on the total years of postdoctoral experience.

Equal opportunities policy

ULB’s personnel management policy is geared towards diversity and equal opportunities.

We recruit candidates on the basis of their skills, irrespective of age, gender, sexual orientation, origin, nationality, beliefs, disability, etc.

Would you like to be provided with reasonable accommodation in the selection procedure because of a disability, disorder, or illness? Please contact Marie Botty, the person in charge of diversity aspects for the academic and scientific staff (marie.botty@ulb.be). Be assured of the confidentiality of this information.

More details on the ULB gender and diversity policy are available at Diversity at ULB - ULB.

More information about the regulations relating to academic careers can be found at http://www.ulb.ac.be/emploi/academique.html. The information is only available in French, so you can contact bram.de.rock@ulb.be if you have any specific question.