

## **Professorship with special responsibilities in Strategic and Global HRM**

Copenhagen Business School (CBS) invites applications for a vacant professorship with special responsibilities in Strategic and Global Human Resource Management at the Department of Strategic Management and Globalization (SMG). The special responsibilities will involve research and teaching within the areas of Strategic and Global HRM, as well as external collaboration with the, mainly, local and regional business community.

The core research area of SMG is strategic and international management including: knowledge governance in multinational corporations, HQ-subsidiary relations, strategic entrepreneurship, strategic alliances, strategic risk management, offshoring and internationalization of firms. Faculty teaches at all levels, from the bachelor level to the PhD level, and is strongly engaged in course development and innovation of teaching programs. SMG intends to increase its involvement in the MBA and Executive MBA programs of CBS. The department employs an international group of 24 faculty members including 7 PhD students.

The Professor with special responsibilities will be expected to conduct interdisciplinary research linking strategy, international management and HRM. Particular areas of interest could include HRM as knowledge governance mechanisms in multinational corporations, role of HRM in strategy implementation and globalization efforts. In relation to teaching, the Professor will be expected to teach courses in Strategic and Global HRM at CBS' executive programs (e.g. full time MBA) as well as advanced graduate levels. Furthermore, the Professor is supposed to contribute to the development and application of research areas of the department, with specific emphasis on strengthening and expanding SMG's cooperation with the local and regional business community. Such cooperation could take form of attracting industrial PhDs, organizing practitioner-oriented seminars and workshops, promoting industry collaboration, doing case writing, and undertaking applied research projects, etc.

The professorship is time-limited to a period of 5 years with the possibility of extension. The main responsibilities will focus on research and development tasks.

To fulfill the research requirements of the position, the applicant chosen is expected to be physically present on a regular basis and actively participate in the teaching and research activities of the department as well as maintaining and establishing broad links across CBS.

### **Responsibilities**

- Conducting research that meets high international standards, including responsibility for publishing, scientific communication and research-based teaching.
- The academic development of the discipline.
- Initiation of research projects, research management, supervision of PhD students, international research co-operation, reviewing for academic journals.
- Research education and further training of researchers, supervision of assistant professors and assessment committee work.
- Teaching and associated examination in existing CBS programs, including Executive Education.
- Rejuvenating existing sessions, courses and teaching programs and contributing to innovative new ones.
- Promoting CBS's academic reputation.
- Initiating, fund raising and coordinating research projects.
- Promoting the teaching and research capabilities of CBS and other relevant assignments at CBS.
- Contributing to the administrative responsibilities of the department and to CBS-wide tasks.
- Communicating findings to the public in general and to CBS's stakeholders in particular.
- Active participation in the regular research activities, such as research seminars, workshops and conferences.

The present position carries a special responsibility for developing CBS education in the area of Strategic and Global HRM. In addition, the Professor is expected to participate in the development of research pertaining to Strategic and Global HRM, including the strengthening of CBS' international network in the area.

### **Qualifications**

Successful applicants must have an international profile, a strong record of research publications, and teaching experience in the area of Strategic and Global HRM and related disciplines. They must be capable of providing dynamic leadership in the development of research and teaching, in securing external research funding, and in establishing strong ties with industry.

The successful applicant must have a strong record of original research publications at an international level, evident in multiple publications in high-level, peer-reviewed journals. Furthermore, the applicant should: demonstrate high impact on the relevant research community, measurable in terms of, e.g., Google Scholar and Social Science Citation Index (SSCI) hits; be member of one or more editorial boards at major journals; undertake regular reviewing activity for major journals; be well-positioned in international networks and demonstrate established collaboration with international scholars. Also, the applicant must prove his or her ability to attract research grants and manage externally funded projects.

The successful applicant must have substantial teaching experience in the discipline and document pedagogical qualifications and competences. In addition, emphasis will be given to the applicant's ability to develop and innovate in the pedagogical area.

CBS has a broad commitment to the excellence, distinctiveness and relevance of its teaching and research programs. Candidates who wish to join us should demonstrate enthusiasm for working in an organization of this type (highlighting, for example, relevant business, educational and dissemination activities).

For **further information** please contact: Acting Head of Department Bent Petersen, tel.: +45 3815 2510, e-mail [bp.smg@cbs.dk](mailto:bp.smg@cbs.dk). Information about the department may be found at [www.cbs.dk/smg](http://www.cbs.dk/smg).

**Appointment** and salary will be in accordance with the Ministry of Finance's agreement with the Central Academic Association plus an allowance.

At the expiry of the employment as Professor with special responsibilities the applicant will continue his/her career as Associate Professor at the Copenhagen Business School.

## **Application**

Application must be send via the electronic recruitment system, using the link below.

### Application must include:

1. A statement of application.
2. Proof of qualifications and a full CV.
3. Documentation of relevant, significant, original research at an international level, including publications in the field's internationally recognized journals and citations in the Social Science Citation Index and/or Google Scholar.
4. Documentation of teaching qualifications or other material for the evaluation of his/her pedagogical level.
5. Information indicating experience in research management, industry co-operation and international co-operation.
6. A complete, numbered list of publications (indicating titles, co-authors, page numbers and year) with an \* marking the academic productions to be considered during the review. A maximum of 10 publications for review is allowed. Applicants are requested to prioritize their publications in relation to the field of this job advertisement.
7. Copies of the publications marked with an \*. Only publications written in English (or another specified principal language, according to research tradition) or one of the Scandinavian languages will be taken into consideration.

An expert committee will be reviewing the received job applications. The committee's recommendation of each candidate will be submitted to the person in question.

**Closing date: September 9, 2011.**

CBS must receive all application material, including all appendices (see items above), by the application deadline.

Details about CBS and the department are available at [www.cbs.dk](http://www.cbs.dk) and [www.cbs.dk/smg](http://www.cbs.dk/smg).