

# Associate Professor in Strategic Organization Design

Company:

**University of Southern Denmark**

Location:

**Denmark / Odense**

Discipline:

**Strategic Organization Design**

Employment Type:

**Permanent Full-time**

Posted:

**2022-08-12**

Contact Person:

**If you wish to apply for this position, please specify that you saw it on AKADEUS.**

## Associate Professor in Strategic Organization Design

The research unit Strategic Organization Design (SOD) within the Department of Business & Management (DBM) welcomes applications from highly qualified candidates for one or more new positions as Associate Professor in Strategic Organization Design. The positions will be located in Odense, but teaching may be required at the campus in Slagelse. The positions are vacant from 1. March 2023 or as soon as possible hereafter.

### Who are your new colleagues?

The Strategic Organization Design (SOD) unit is a leading interdisciplinary research group in the fields of strategy, organization, and management science. We develop theory, mathematical and computational models, as well as experimental studies to generate knowledge about important unsolved research questions relating to organizational decision making and problem solving, including the role of organizational design and adaptation in the presence of AI and new emergent technologies. Our mission is to engage in fundamental research, exemplary scholarship, and research-based teaching at the highest international level. We seek candidates with a strong passion for research and a desire to work on groundbreaking ideas, and we expect them to publish their research in the leading scholarly journals. We encourage applications from the fields of strategy, organization and management science, but also from neighboring fields such as behavioral economics, organizational economics, social psychology, decision science, operations research and computer science.

[DBM](#) works both quantitatively and qualitatively to build bridges between applied and fundamental research. The Department houses seven vibrant research units located in Odense, Slagelse and Kolding - Accounting, Centre for Integrative Innovation Management, Consumption, Culture & Commerce, Finance, International Business & Entrepreneurship, Management of People, and Strategic Organization Design. Our starting point is the cooperation between markets, organizations and individuals, and our research is wide-ranging, from evolutionary organizational models and innovative business development to management science, accounting and finance, as well as new exotic forms of consumption. It is our ambition to be international leaders in these areas and achieve synergy between research, teaching and knowledge-sharing.

A modern, forward-looking university, SDU came 52<sup>nd</sup> in the Times Higher Education Young

University rankings of 2016 and has around 30,000 students enrolled across its six campuses in Denmark. With more than 3000 staff benefiting from Denmark's renowned levels of well-being and work-life balance, SDU has a strong focus on societal relevance and has adopted the United Nations' Strategic Development Goals as its guiding principles.

### **What are we looking for?**

The unit is looking for candidates with the potential to decisively add to the unit's research agenda. The unit is currently consolidating its position within the areas of management science and operations research, and especially applications within these fields are encouraged. It is important that candidates have good interpersonal skills and are dedicated to taking an active part in the everyday academic and social environment at the department and in the research unit in particular. To fulfill the requirements of the position, the candidates chosen are expected to be physically present at SDU Odense on a regular basis.

The successful candidate is ambitious and will have an international profile in the areas of relevance to the research unit. A substantial record of research publications in highly recognized journals in one or more of the research areas mentioned above is expected, as well as the potential to make advances both empirically and theoretically. Further information can be obtained in the department's [qualification guidelines](#).

Successful candidates will be expected to teach and supervise students who participate in courses at the bachelor's and master's level in Business Administration and Data Science. Members of our unit are teaching foundational, applied, and advanced courses in strategy and management, organization theory and design, operations and supply chain management, and business analytics, among others. Successful candidates will have relevant teaching experience in at least some of these areas and must document pedagogical qualifications and competences including evidence of development and innovation.

Beyond the research publication record and teaching experience, successful candidates will be expected to contribute actively to the social and academic lives at the department as well as participate in the guidance of doctoral students and junior faculty. Also, we expect active and constructive participation in the university's academic administration, and it is an advantage if the candidates have experience in securing external research funding, and in establishing strong ties with the international research community. Furthermore, the right applicants should thrive in a multi-disciplinary environment that seeks to contribute to a broad academic dialogue.

If the successful candidate is not fluent in Danish, (s)he will be expected to learn Danish within a period of three years. Within this timeframe, applicants are expected to master Danish at a level which enables them to correct Danish exam papers and read administrative documents. Within a five-year period, applicants must be able to document Danish language skills at the B2 level of the Common European Framework of Reference for Languages.

The department believes in fostering a stimulating and inspiring environment for both faculty members and students. Also, the department addresses social challenges and knowledge exchange with society through high-quality study programmes and engagement with external partners and society at large.

For further information, please contact Professor and head of research Oliver Baumann, telephone: +45 65504433 or email: [oliv@sam.sdu.dk](mailto:oliv@sam.sdu.dk).

### **How to apply for this position?**

Appointment to the position will be in accordance with the salary agreement between the Ministry of Finance and the Danish Confederation of Professional Associations.

For more information on the department guidelines for qualification and recruitment please click [here](#).

An application must include:

- A letter of motivation
- A detailed CV
- Certificates/Diplomas (Master and PhD degree)
- A teaching portfolio detailing the candidate's prior teaching experience, teaching skills, teaching philosophy, and other forms of knowledge communication (please see below).
- A research and publication plan detailing the candidate's ideas and plans for her/his future research work.
- A complete list of publications, indicating which publications are most relevant for the position
- Up to 5 of the most relevant publications. Please upload a pdf for each publication.
  - If the publication has been co-authored, co-author statements must be a part of this pdf and must include information like in this [example](#). The statement is just for your inspiration.

All non-Danish documents must be translated into English.

Applicants applying for an associate professorship are requested to submit a teaching portfolio with the application as documentation for teaching experience as well as supervision qualifications. Formal application instructions and a guide for the teaching portfolio may be found [here](#).

Incomplete applications may be rejected without any substantive evaluation. Shortlisting and tests may be used in the assessment process.

Applications will be assessed by an assessment committee and the committee will assess whether you are qualified to be an Associate Professor.

The committee may request additional information, and if so, it is the responsibility of the applicant to provide the necessary material. The committee reserves the right to arrive at a decision solely based on the material submitted.

When the assessment committee has submitted its report, the applicant will receive the part of the evaluation that concerns him/her. The assessment report will subsequently be forwarded to the Head of Department who will assemble an appointments committee. The appointments committee will manage and complete the job interviews, should such be conducted.

The University wishes our staff to reflect the diversity of society and thus welcomes applications from all qualified candidates regardless of personal background.

As part of the overall assessment of the applicant's qualifications, an interview may be conducted.

Applications must be submitted electronically using the link "Apply online". Uploaded files must be in Adobe PDF (unlocked) or Word format.

[Read the guideline for applicants.](#)

Each field can only contain a single file of max. 10 Mb.

You can only apply for the position through our website [www.sdu.dk/en/service/ledige\\_stillinger](http://www.sdu.dk/en/service/ledige_stillinger).

Your application must be registered in our system on the 03/10/2022 at 23.59.59 CET at the latest.

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