

# *Two Associate Professors of Transformation Management*

- **Employment: 0.8 - 1.0 FTE**
- **Maximum gross monthly salary: € 6,317**
- **Nijmegen School of Management**
- **Required background: PhD**
- **Duration of the contract: 2 years**
- **Application deadline: 18 April 2021**

**APPLY** ▶

## *We are looking for*

The Department of Business Administration at the Nijmegen School of Management, Radboud University, is looking for two associate professors in the field of transformation management. Organisations face new societal expectations, changing institutional influences and threats to their business continuity, but they can also play an active role in the transition to sustainable change. To meet these grand challenges and change the status quo and develop new ways of organizing and working responsibly, contemporary organisations require transformation management. Our department seeks to educate students for future challenges through our integral Business Administration study programme. Our interdisciplinary research programme on Responsible Organisation addresses the multiple values underlying responsibility, the conditions required to realise those values and interventions geared to the transition of organising for responsibility.

The new positions are expected to contribute to this programme with expertise on transformation management either in the area of transformational change in and across organisations or in the field of leadership for transformational change. Combining teaching and research skills, you should be able to inspire students conducting cutting-edge research on organisational change. You will teach courses in the Bachelor's and the Master's programmes in Business Administration, conduct research in line with the Responsible Organisation programme, publish in international high-quality journals, attract external funding for research projects, acquire and supervise PhD projects, build international networks with businesses and academics, and contribute to central and departmental administration and management tasks.

## *We ask*

- A PhD degree in business administration, management and organisation, or social sciences.
- A pipeline of publications and an excellent reputation within the field of transformation management, evidenced by a strong publication record in internationally recognised, high-quality social sciences and management journals.
- The ambition and proven ability to attract research funding.
- Teaching experience, effective teaching skills, and the capacity to develop and implement innovative teaching methods. A Dutch university teaching qualification (BKO or UKO) or equivalent would be an advantage.
- Proven ability to inspire and supervise young scholars (PhD candidates).
- Proven ability to cooperate with and inspire a team of professionals.
- Strong connections to organisational and business practice.
- International experience and network.
- Academic leadership qualities in line with Radboud University's leadership vision document on courage, connection and openness
- Excellent English language skills and a willingness to learn Dutch (if applicable).
- The willingness to collaborate with members within the department and with chair groups in other disciplines at NSM.

### ***We are***

The Nijmegen School of Management (NSM) is an academic centre of research and higher education, focusing on institutional and managerial issues within complex organisations. There are seven disciplines within NSM: Business Administration, Public Administration, Political Science, Economics and Business Economics, Social and Political Sciences of the Environment, Human Geography, and Spatial Planning.

NSM strives for a multidisciplinary approach. Its educational programme is characterised by small-scale teaching, providing a stimulating learning environment with an emphasis on the development of academic skills. NSM employs 300 FTEs, 75% of whom are academics. NSM currently has approximately 5,000 students.

The mission of the Department of Business Administration is to educate future leaders in responsible business, offering an integral Business Administration programme focusing on societal problems and social processes in organisations. We co-create knowledge with multiple stakeholders in the wider community to ensure the impact of our scholarly work. There are five chair groups: Marketing, Organization Design and Development, Strategic Management, Strategic HRM, and Research and Intervention Methodology. Together, we are responsible for the BSc programmes in Business Administration (including a full track in English, and a track in International Business Administration) as well as eight specialisations within the

MSc programme in Business Administration (all in English).

NSM's research activities fall under the responsibility of the interdisciplinary Institute for Management Research (IMR). Under the motto 'Responsible governance for sustainable societies', IMR focuses on academic research into the development, design and effectiveness of the public and private structures that regulate, govern or manage human interactions. The academic debate is organised in the IMR Academy; the PhD programme is organised in the IMR Doctoral School. In addition to the interdisciplinary research programme on Responsible Organisation, there are six multidisciplinary research groups at IMR dedicated to strategic and scientifically and societally relevant issues. IMR also hosts the Individual Decision lab and Group Decision lab, which are especially suited for studying collaboration in complex contexts and collective decision-making.

### ***Radboud University***

We want to get the best out of science, others and ourselves. Why? Because this is what the world around us desperately needs. Leading research and education make an indispensable contribution to a healthy, free world with equal opportunities for all. This is what unites the more than 22,000 students and 5,000 employees at Radboud University. And this requires even more talent, collaboration and lifelong learning. You have a part to play!

### ***We offer***

- Employment: 0.8 - 1.0 FTE.
- A maximum gross monthly salary of € 6,317 based on a 38-hour working week ([salary scale 13](#)).
- The exact salary depends on the candidate's qualifications and amount of relevant professional experience.
- In addition to the salary: an 8% holiday allowance and an 8.3% end-of-year bonus.
- Duration of the contract: Fixed-term contract for two years, with the possibility of extension depending on performance.
- The intended start date is 1 August 2021.
- You will be able to use our [Dual Career and Family Care Services](#). Our Dual Career and Family Care Officer can assist you with family-related support, help your partner or spouse prepare for the local labour market, provide customized support in their search for employment and help your family settle in Nijmegen.

- Have a look at our excellent [employment conditions](#). They include a good work-life balance (among other things because of the excellent leave arrangements), opportunities for development and a great pension scheme.

### ***Would you like more information?***

For more information about this vacancy, please contact:

Prof. dr. Yvonne Benschop, Head of Department Business Administration

Email: [y.benschop@fm.ru.nl](mailto:y.benschop@fm.ru.nl)

### ***Apply directly***

Please address your application to prof. dr. Yvonne Benschop and submit it, using the application button, no later than 18 April 2021, 23:59 Amsterdam Time Zone.

Your application should include the following attachments:

- Letter of motivation.
- CV.
- Job market paper.
- Research statement.
- Teaching statement.
- Teaching evaluations.

The first round of interviews will take place on Monday 26 April 2021. The second round of interviews will take place on Monday 10 May 2021.

**APPLY**



*We drafted this vacancy to find and hire our new colleague ourselves. Recruitment agencies are kindly requested to refrain from responding.*