

Assistant Professor in Organization and Management at Aalto University

The Department of Management Studies at Aalto University School of Business invites applications for the position of

Assistant Professor in Organization and Management with a focus on strategy or organization theory.

The call is targeted to individuals seeking an assistant professor position at the [Aalto University tenure track system](#). For this position, we will consider applicants with expertise particularly in strategy and organization theory with quantitative or qualitative research orientation. The position will be filled at the latest in August 2022, but the precise start date is negotiable.

[The Department of Management Studies](#) hosts four units: Organization and Management, International Business, Entrepreneurship, and Organizational Communication. The department comprises several internationally renowned areas of expertise, including strategy, human resource management, organizational behavior, sustainability in business, and organization theory. Our faculty regularly publishes in the leading management journals such as Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Journal of Management Studies, Organization Science, Organization Studies, Strategic Management Journal, among others. The department has a lively, international research community with numerous doctoral students and post-doctoral researchers.

We offer the candidate the opportunity to do research in a vibrant and active international community. There are also ample opportunities for conducting cross-disciplinary research across Aalto University and in close collaboration with the Finnish industry as well as in international research projects.

Our expectations

Throughout their careers, those on [the tenure track](#) are expected to carry out and supervise research, to provide high-quality education, to follow the advances of their field, to contribute to service for the benefit of the Aalto University community, to take part in societal discussions as well as to collaborate internationally in their field.

The applicants should hold a doctorate in a discipline relevant to this position. The doctorate can be from diverse fields provided that the candidate's research focus is strategy or organization theory. The applicants will be reviewed on the basis of their research, teaching, and activity in the scientific community relative to their career stage. In the absence of formal proof of quality in research and teaching (e.g. published papers, teaching ratings), applicants are encouraged to submit proof of significant potential for high-quality teaching and research.

The contract is full-time and fixed-term for three or four years, depending on an applicant's positioning in the tenure track system. Aalto University follows EU rules and regulations on HR policies. Based on the regulation (EC) No 883/2004 on the coordination of social security systems, full-time employment at Aalto University is inconsistent with residence abroad. Employment duties need to be performed in Finland.

Salary and benefits

The position comes with a competitive salary, a relatively light teaching load, and a generous package of initial research funding. In addition, Aalto University provides its employees with occupational health care services and retirement benefits. Finland is a great and safe environment, offering many excellent state-subsidized services, including affordable daycare and free primary and secondary education, which are consistently ranked among the best in the world.

For more information

For additional information concerning the position, the unit, and the department, please contact the Head of Unit, Associate Professor Nina Granqvist. On matters related to the application process, please contact HR Coordinator Elisa Utriainen. Email addresses for contacting are in format `firstname.lastname@aalto.fi`. For more information about Organization and Management, and the current research conducted within the discipline, please visit [the unit's website](#).

How to apply

If you want to join our community, please submit your application through our recruitment system [Workday](#) no later than **January 31st, 2022** at 23:59 EET (UTC+2). Aalto University's employees and visitors should apply for the position by using their existing Workday user account. Please see how to do it [here](#).

To apply, please share the following application materials with us in English as a single file in PDF format ('lastname_firstname_application.pdf'):

- Cover letter
- Curriculum Vitae — The CV should include the sections that are presented in the [template](#) recommended by The Finnish Advisory Board on Research Integrity
- List of publications, with the most significant publications highlighted
- Research portfolio —a concise (4-10 pages) reflection on the merits, long-term vision, and research plan.
- Teaching portfolio according to Aalto University's guidelines—see [Teaching portfolio guidelines for candidate](#)
- Names and contact details for four references

General instructions for applicants including language requirements and guidelines for compiling the teaching portfolio and CV are given at <https://www.aalto.fi/en/tenure-track/interested-in-joining-our-tenure-track>. The application material will not be returned.

Aalto University reserves the right for justified reasons to leave the position open, to extend the application period, and to consider candidates who have not submitted applications during the application period.

Tenure track in Aalto University

The tenure track is open to talented individuals who have excellent potential for a scientific career. Individuals placed on the Aalto University professorial tenure track have the possibility to advance in their career through regular performance assessments, which take into account their merits in all

areas of their scope of duty. Launched only in 2010, the tenure track has attracted a wide range of international applicants, giving Aalto University the possibility of recruiting top experts and young research talent to join the Aalto University community. Read more about the Aalto University tenure track system at www.aalto.fi/en/tenure-track.

About Finland

Finland is a great place for living, both with or without family: it is a safe, politically stable and well-organized Nordic society which is consistently ranked highly in quality-of-life studies. Helsinki has been praised as one of the world's most livable cities, e.g. by Monocle Magazine and in the Economist Intelligence Unit livability rankings. The World Happiness Report 2020 ranked Helsinki as the city with the highest well-being in the world. For more information about living in Finland: <https://www.aalto.fi/en/services/why-finland>