

Associate Professor in Organization Management Theory and Human Resource Management

Company:

Department of Economics and Management, University of Padova

Location:

Italy / Padua

Discipline:

Organization Management Theory and Human Resource Management

Employment Type:

Permanent Full-time

Posted:

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Contact Person:

Paola Valbonesi

Associate Professor in Organization Management Theory and Human Resource Management

The Department of Economics and Management (dSEA) of the University of Padua is seeking excellent candidates to fill the academic position of:

Associate Professor in Organization Management Theory and Human Resource Management (13/B3 - SECS-P/10 Organizzazione Aziendale)

Field(s) of specialization: organization studies, organization design, human resource management, organizational behavior.

Position type(s): Associate Professor with tenure.

Location of job: Department of Economics and Management, University of Padua, Padua (Italy).

Qualifications and Requirements: Eligible candidates must have formally obtained the Italian National Habilitation to Associate Professor (ASN) in 13/B3 - SECS-P/10 Organizzazione Aziendale. Alternatively, the candidate should hold an equivalent position at any non-italian University ([e.g.](#) associate Professor / reader). Official information available [here](#).

Job starting date: From December 2024 onwards, with flexibility

Job duration: Full Time / Permanent

Salary and Workload: the annual gross salary is approx — € 53.000. Net of social security net

salary is approx. 2.620 (13 monthly instalments). The position is full-time and entails a teaching load of 120 hours per year (not negotiable) primarily delivered within the School of Economics and Political Science across all campuses of the University.

Letters of reference required: 2

Application deadline: 1 May 2024, midnight [UTC](#) (accepting applications hiring.economia@unipd.it)

The Department of Economics and Management of the University of Padova invites applications for an Associate Professor (with tenure) starting at the end of 2024 (beginning of 2025). Applications by candidates of any nationality are welcome. Knowledge of English is a necessary requisite.

Profile

Preferred candidates should have a **PhD in Management, Economics, Business Economics, or related disciplines** and showcase an experience in teaching courses in organization studies ([e.g.](#), Organizational Design, HRM, Organizational Behavior, Organization and Management Theory) at the Bachelor and Master levels both in Italian and English language. Teaching at recognized international institutions is particularly valued.

Applicants should provide evidence of a continued and sustained ability to publish in high quality scientific journals in the areas of organization studies – broadly defined. Publications in journals ranked ‘3’ or above according to the AJG of the Chartered Association of Business Schools (ABS) or ranked ‘A’ according to the Italian Agency for the Assessment of Research Quality (ANVUR) are especially valued.

The successful candidate must display an ability to work within national and international networks of scholars within their respective research clusters.

The Department particularly values the ability in securing research funding through competitive bids at the national and/or international level. Last, candidates should demonstrate a willingness in taking up service position at the Department level.

Job Description and Position

The position offered is **Associate Professor Level in Organization Management Theory and Human Resource Management** (scientific sector SECS-P/10 according to the Italian academic system). The position is tenured, full time, with a minimum teaching load of 120 contact hours per academic year.

The annual gross salary - net of employer-paid social security contributions - is € 54,000. Whilst this is not negotiable, the faculty member will enjoy bi-annual increases upon meeting nationwide targets as defined by the Ministry. The salary is subject to employee-paid social security contributions and Italian income tax. Depending on individual circumstances ([e.g.](#), being non-Italian resident for the past two years), the successful candidate may qualify for generous tax exemption: [here the official guide from the University of Padua](#) and an unofficial yet very reliable source of information: [click here](#).

Qualifications and Requirements

According to Italian legislation, eligible candidates shall already hold an equivalent academic position (Associate Professor) at their current foreign or Italian university; alternatively, they must have already obtained the Italian habilitation as 'Associate Professor' in the relevant scientific sector (13/B3 – SECS/P-10).

Furthermore, the Selection Committee will consider applicants meeting the following conditions:

1. evidence of high-quality teaching and mentoring through student or peer evaluations;
2. evidence of the ability in securing research funds at the Department or University levels.
3. evidence of a consolidated experience in working with international scholars and activism in widely recognized academic societies ([e.g.](#) AoM, EURAM, EIASM, EGOS, ASSIOA, etc.);
4. fluency in English is extremely valued.

The Research Cluster is particularly interested in candidates who want to develop innovative teaching and research in the areas of OT, OD, HRM, OB, OMT.

About the Department

The Department of Economics and Management of the University of Padova was founded in 1989 and counts over 2000 students and more than 75 faculty members conducting research in economics or business fields.

In 2023 the dSEA was granted the [EQUIS Accreditation](#). Since 2012, the University guide '[Grande Guida](#)' ranks the Department among the top three institutions for teaching quality in the areas of Economics and Statistics.

The Department ranked fourth in Italy in terms of research quality and productivity. Research carried out in accounting has been ranked third in Italy by the National independent agency ([ANVUR](#)).

Out of 850 assessed Universities, our Department is also at the top of the [U-Multirank](#) international ranking. The working language of the Department of Economics and Management is Italian, whereas teaching is done mainly in English across the Masters, and PhD levels. More information is available [on the website](#).

Selection Process

Interested candidates must apply according to the official call for applications that will be available through the [official website of the Department](#).

Additional enquiries can be made at the Head of the Department (Prof Paola Valbonesi) at hiring.economia@unipd.it.

Disclaimer

All expressions of interests will be treated as strictly confidential.

Contact Person:
Paola Valbonesi