

# Professor of Organizational Change

Company:

**Headway People / Africa Business School, UM6P - Mohammed VI Polytechnic University**

Location:

**Morocco / Rabat**

Discipline:

**Organizational Change**

Employment Type:

**Permanent Full-time**

Posted:

**27/05/2024**

Contact Person:

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

**Headway People** is a leading executive search firm recruiting exclusively for the higher education, research and training sectors. **Africa Business School**, the business school of **UM6P - Mohammed VI Polytechnic University**, has engaged our services for the recruitment of an outstanding professor located in Rabat:

## Professor of Organizational change (F/M)

### **1. About Africa Business School**

Located in the Technopolis of Rabat, the capital city of the Kingdom of Morocco with executive training also in Casablanca or at clients' headquarters and offices, ABS (Africa Business School) aims to be the inclusive hub of lifelong learners and mindful doers, shaping the business and societal landscape in Africa & beyond.

Pioneered by OCP (as it is also the case for UM6P), the global leader of the phosphate industry and one the largest Moroccan firm, ABS's legitimate ambition is to become the leading school in Africa in the field of business and management sciences. The school benefits from an exceptional learning and research ethos in Africa and has signed several partnerships with world class universities and schools (Columbia BS, Ecole Polytechnique, HEC Paris, Ecole des Ponts Paritech...)

ABS mission is to:

- Train next generation leaders to be critical thinkers, creative entrepreneurs, and socially responsible actors.

- Develop multi-disciplinary research and groundbreaking education methods to enhance students' holistic and analytical competencies and allow them to embrace paradox and lead in fast moving and complex environments.
- Stimulate collaborative innovation that reaches beyond the classroom and connects students with stakeholders across a wide range of sectors.
- Build an ever-evolving thriving network of change makers: students, alumni, researchers, faculty, staff, organizations, academic institutions, and public sector players.
- Act as both an engine and a bridge for the diffusion and expansion of a world-class and impactful business & management knowledge grounded in Africa's contexts.

The school is growing rapidly both in Executive Education (Open & Custom programs), in degree programs (MBA, executive Masters) and in Doctoral programs (PhD, DBA, postdocs). ABS aims for quality and the highest standards in degree and continuing professional development programmes.

## **2. Position overview**

To enrich its faculty team, ABS is now recruiting a Professor of Organizational change. ABS recruits professors who are both recognized teachers and researchers, possessing legitimacy with executive leaders.

The right candidate should demonstrate very good research activity including a relevant impact for the industry. The applicant should be proficient in relationships with manager and executive audiences, both in a purely academic and managerial context.

The candidate needs to show a real interest in the African continent, ABS having the ambition to become a key player within Africa.

The position implies a close work with the rest of the teams (Deans and faculty members), so you must enjoy collegial and collaborative work.

Key responsibilities include the following:

- **Teaching:** Program development, program direction, executive education, development of pedagogical material (cases, simulations, and exercises).
- **Research:** develop research activities and publications, having a relevant impact for organizations, within internationally recognized journals. The research activity must also positively feed the educational content and our clients.
- **Industry engagement:** advisory activities at the C-level and aim at competing with top advisory firms.
- **Management:** you will lead a research centre with a team of 6 people.

## **3. Applicant profile**

- Ph.D. in a relevant field (e.g., Organizational Behavior, Organization Development, Management, Industrial, Organizational Psychology, or related field).
- Successful experience in research with a strong track record of publications in top-ranked journals (ABS (rank A\*/A), ABDC (rank 4\*/4), FT 50) or book publications,
- Comfortable with qualitative and empirically grounded research methods (practice of mixed

- quantitative and qualitative methods is a plus),
- Successful experience in teaching: including executive education and able to teach in English,
  - Comfortable with new educational methods, including the use of digital technology,
  - Industry engagement or some direct business experience is desirable,
  - Global mindset, experience living or working in multiple countries is a plus,
  - Ability to collaborate with other disciplines and with practitioners,
  - Be an independent and autonomous person,
  - Be a French speaker is a plus.

#### **Area of expertise:**

- Change Management
- Organizational Development (OD)
- Leadership and Change
- Cultural Change
- Strategic Change
- Communication in Change Management
- Measurement and Evaluation of Change

#### **4. Job details:**

- Position located in Rabat, Morocco
- Full-time and permanent
- Remuneration package in line with the successful candidate's profile. Competitive at the international level.

#### **5. Recruitment process**

Candidates should submit their application (detailed CV, cover letter, list of publications including ranking (ABS, ABDC, etc.) and list of references) to Romain Pomier: [r.pomier@headway-advisory.com](mailto:r.pomier@headway-advisory.com)

**Important: please specify the position you are applying for as the subject of your email.**

Following two interviews with HEADway recruitment consultants, shortlisted candidates will be invited to attend further interviews with the school.

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