

# Assistant or Associate Professor in Human Resource Management

Company:  
**Audencia**

Location:  
**France / Nantes**

Discipline:  
**Human Resource Management**

Employment Type:  
**Permanent Full-time**

Posted:  
**07/11/2024**

Contact Person:  
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## **Assistant or Associate Professor in Human Resource Management Position reference OSE25-HRM-Ethics-AKA**

Audencia (<https://www.audencia.com/>) invites applications for a position as Assistant or Associate Professor in Human Resource Management and Business Ethics. The position is for a full-time, permanent contract and is based in Nantes.

### **Position requirements**

We are looking for applicants specialized in Human Resource Management and Business Ethics in terms of both teaching and research. Applicants shall hold a Ph.D. and demonstrate strong teaching skills with experience at graduate, post-graduate and/or executive education levels in English. Proficiency of French language would be a strong asset.

In line with our school's strategic axes, we particularly welcome candidates whose teaching and research areas include strategic HRM, diversity and inclusion, careers, talent management, gender studies, work-life balance, identity, meaningful work, well-being, stress management, HRM and humanistic management, business ethics, strategizing and ethical challenges among others. Demonstrated ability to coordinate educational programmes such as MSc, Master or Bachelor Degree Specializations as well as networking experience with the corporate world would be an asset. We also welcome the presentation of evidence of research activity in peer-reviewed journals.

## **Position overview**

The new faculty member will join our Department of Organization Studies & Ethics. The department consists of 27 permanent faculty members. The research and the courses offered in the department encompass a wide range of topics and have an interdisciplinary outlook grouped into the expertise areas such as Sustainability, CSR and Ethics; Organization Studies; Human Resource Management; Organizational Behavior.

We aim at studying and articulating socio-political and economic developments for building a dignified and sustainable future for individuals, organizations and society. We conduct engaged and impactful research at the individual (employee, leader, manager), organizational (start-up, large companies and SMEs), and interorganizational (networks, supply chains, ecosystems, stakeholder) levels that enhances scholarship and practice.

The faculty's recent publications include articles in leading academic journals such as Academy of Management Journal, Business Ethics Quarterly, Business & Society, Journal of Business Ethics, Journal of Management Studies, Organization, Human Relations, Journal of Applied Psychology, Organization Science, Gender Work and Organization, and British Journal of Management among others. Faculty members are involved in Editorial Boards of top tier international and French journals as well as renowned academic associations. Distinguished International Affiliated Faculty is supporting our department in relation to research projects development. Our department is also home to the Positive Impact Chair.

Salary is negotiable and commensurate with potential and experience. There are a number of benefits attached to the contract including an individual research or pedagogical budget, the possibility to apply for additional internal funding opportunities, performance-based bonuses and family medical coverage.

## **The School**

Audencia is triple accredited (AACSB, EQUIS and AMBA) and one of the leading European and French business schools. The school offers a wide range of programs including Bachelors, BBAs, the MS Grande Ecole, MScs, MBA, Executive MBA, European Master in Management, Doctorate and Executive Education Programmes, with 172 core faculty members from 39 countries. The school is dynamic and international. It has grown significantly in recent years and will continue to do so with new positions opening in the future. Audencia fosters both high-level research and high-level pedagogy and has a workload model that allows faculty to place emphasis on either of the two.

## **Environment**

The school has campuses in France and abroad. This position is based in Nantes, however, some courses will be taught in the Paris campus.

Nantes is just 2 hours away from Paris by train, serviced by an international airport. The eclecticism of its landscapes and architecture, its dynamism, and the diversity of its cultural events, along with the quality of the environment which won it the label of European Green Capital, have regularly placed Nantes at the top of the best cities to live in. In addition to its pleasant environment (vineyards, royal castles, rivers, the sandy Atlantic coast...), the city also boasts a rich economic and industrial identity. As the 6th largest city in France, the metropolitan region of Nantes is amongst the most dynamic (number three in terms of economic attractivity around energy shift). In 2024, more than 70 300 companies are housed in the city.

Discover Nantes area attractiveness: <https://www.youtube.com/watch?v=i8OvnohnWpo>

## **Application**

Candidates should send a cover letter, a recent curriculum vitae including a detailed list of publications, recent teaching evaluations, and contact information of three referees **exclusively** by e-mail to: Prof. Thibaut BARDON, Associate Dean for Faculty & Research: [faculty-recruitment@audencia.com](mailto:faculty-recruitment@audencia.com).

Please quote reference OSE25-HRM-Ethics-AKA in the subject line of your email.

**Review of applications will begin immediately and will continue until the position is filled.**

### **For more information:**

Organization Studies & Ethics Head of Department: Prof. Emma Avetisyan,  
[emma.avetisyan@audencia.com](mailto:emma.avetisyan@audencia.com)

Organization Studies & Ethics Head of Research: Prof. Yuliya Shymko, [yshymko@audencia.com](mailto:yshymko@audencia.com)

Audencia Organization Studies & Ethics department:

<https://www.audencia.com/en/faculty-research/departments/organization-studies-and-ethics>

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