

# Professor in Strategic Organization Design

Company:

**University of Southern Denmark**

Location:

**Denmark / Odense**

Discipline:

**Strategic Organization Design**

Employment Type:

**Permanent Full-time**

Posted:

**10/03/2026**

Contact Person:

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

## 3696 Professor in Strategic Organization Design

The research unit Strategic Organization Design within the Department of Business & Management ([DBM](#)) welcomes applications from highly qualified candidates for one or more positions as Professor in Strategic Organization Design. The positions will be located in Odense. The positions are vacant from January 1st, 2027, or as soon as possible hereafter.

### **Who are your new colleagues?**

The Strategic Organization Design (SOD) unit is a leading interdisciplinary research group in the fields of strategy, organization, and management science. We develop theory (using mathematical and computational models) and conduct empirical studies (employing experimental, qualitative, and econometric methods) to generate knowledge about important unsolved questions of organizational decision making and problem solving, including the role of organizational design and adaptation in the presence of AI and new emergent technologies. Our mission is to engage in fundamental research, exemplary scholarship, and research-based teaching at the highest international level. We seek candidates with a strong passion for research and a desire to work on groundbreaking ideas, and we expect them to publish their research in the leading scholarly journals.

### **What are we looking for?**

The unit is looking for candidates with the potential to decisively add to the unit's research agenda. It is important that candidates have good interpersonal skills and are dedicated to taking an active part in the everyday academic and social environment at the department and the research unit. To fulfill the requirements of the position, the candidates chosen are expected to be physically present at SDU Odense on a regular basis.

The successful candidate is ambitious and will have an international profile in the areas of relevance to the research unit. A substantial record of research publications in highly recognized journals in one or more of the research areas mentioned above is expected, as well as the potential to make advances both empirically and theoretically. Further information can be obtained in the department's [qualification guidelines](#).

Successful candidates will be expected to teach and supervise students in our business administration programs (bachelor, master, and further/executive education). The unit has teaching obligations related to strategy, management, and organization theory and design. Successful candidates will have substantial teaching experience and must document pedagogical qualifications and competences including evidence of development and innovation.

Beyond the research publication record and teaching experience, successful candidates will be expected to contribute actively to the social and academic lives at the department as well as participate in the guidance of doctoral students and junior faculty. Also, we expect active and constructive participation in the university's academic administration, and it is an advantage if the candidates have experience in securing external research funding, and in establishing strong ties with the international research community.

If the successful candidates are not fluent in Danish, (s)he will be expected to learn Danish within a period of three years. Within this timeframe applicants are expected to master Danish at a level which enables them to correct Danish exam papers and read administrative documents. Within a five-year period, applicants must be able to document Danish language skills at the B2 level of the Common European Framework of Reference for Languages.

The department believes in fostering a stimulating and inspiring environment for both faculty members and students. Also, the department addresses social challenges and knowledge exchange with society through high-quality study programmes and genuine engagement with external partners and society at large.

For further information, please contact Professor and Head of Research Oliver Baumann, telephone: +45 65504433 or email: [oliv@sam.sdu.dk](mailto:oliv@sam.sdu.dk).

### **How to apply for this position?**

Appointment to the position will be in accordance with the collective agreement between the Ministry of Finance and the Danish Confederation of Professional Associations for academics in the state with the associated circular on the protocol for the job structure for academic staff at Danish universities and the provisions for full professor as described

herein. Please check links for more information on [salary](#) (only available in Danish) and [taxation](#).

For more information on the department guidelines for qualification and recruitment please visit our [website](#).

Applicants are encouraged to read the information "[How to apply](#)" before applying.

An application must include:

- A motivation letter
- A detailed CV where education and work history must be date, month and year specific.
- Master's degree and PhD degree or equivalent (copy of original + verified English translation if the original document is in another language than Danish or English)
- A teaching portfolio detailing the candidate's teaching experience, teaching skills, teaching philosophy, and other forms of knowledge communication – you can find instructions for this [here](#).
- A research and publication plan detailing the candidate's ideas and plans for her/his future research work.
- A complete list of publications, indicating which publications are most relevant for the position.
- Up to 5 of the most relevant publications. Please upload a pdf for each publication. If your publications have been co-authored, please briefly describe the extent of the co-authorship or your contribution to the individual joint publication. You can do so by using this [form](#) or you can describe the co-authorship in such a way that the committee can assess the extent of your contribution.

The application documents must be written in English, and documents should not contain a CPR number (civil registration number). If they do – the CPR number must be crossed out.

Applications must be submitted electronically using the link "Apply now" on our [website](#).

We request files in pdf-format no more than 5 MB per file. All pdf-files must be unlocked and allow binding and may not be password protected. Use of large language models or related AI tools in any capacity must be disclosed in accordance with best academic practices.

Shortlisting may be used in the assessment process. Please note that only shortlisted applicants will receive an assessment. [Read about shortlisting at SDU](#).

Applications will be assessed by an assessment committee and the shortlisted applicants will receive the part of the evaluation that concerns them. The committee may request additional information, and if so, it is the responsibility of the applicants to provide the

necessary material.

When the assessment committee has submitted its report, the applicant will receive the part of the evaluation that concerns him/her. The assessment report will subsequently be forwarded to the Head of Department who will assemble an appointments committee. The appointments committee will manage and complete the job interviews, should such be conducted.

Interviews and tests may be part of the overall evaluation.

If the application does not meet the requirements mentioned above, the faculty may reject your application without further notice. Applications received after the deadline will neither be considered nor evaluated.

UPLOAD GUIDE: Motivated application shall be uploaded as 'Cover letter', Curriculum Vitae shall be uploaded as 'Resume'. All other documents shall be uploaded as 'Miscellaneous documents'.

**Application deadline is April 30, 2026, 11.59 PM/23.59 (CET/CEST)**

If you experience technical problems, please contact [hcm-support@sdu.dk](mailto:hcm-support@sdu.dk).

We recommend that as an international applicant, you take the time to visit [Work in Denmark](#) where you will find information and facts about moving to, working and living in Denmark, as well as [the International Staff Office at SDU](#).

The person employed in the position may, based on a specific individual managerial assessment, be exempted from time registration, also known as a self-organiser

The University of Southern Denmark wishes to reflect the surrounding community and therefore encourages everyone, regardless of personal background, to apply for the position.

## **About SDU**

The University of Southern Denmark was established to create value for and with society. Whether our contributions come in the form of excellent research, innovative solutions, education or learning, we must make a positive difference to society and contribute to a sustainable future. We do this by cultivating talents and creating the best environments for research and learning. It is therefore crucial that SDU retains, develops and recruits talent. At the same time, we need to ensure consistently high quality in all our activities – and we can only do that with the right people. The University's researchers, lecturers, students, managers and technical/administrative staff are the foundation of our success.

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