Assistant Professor in Human Resource Management

Company:
TBS Education

Location:
France / Toulouse

Discipline:
Human Resource Management

Employment Type:
Permanent Full-time

Posted:
10/11/2026

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

TBS EDUCATION – Toulouse Campus

ASSISTANT PROFESSOR IN HUMAN RESOURCE MANAGEMENT

Starting in September 2027

POSITION OVERVIEW

TBS Education invites applications for an Assistant Professor position in Human Resource Management (HRM) on the Toulouse campus. We seek talented early-career scholars who wish to build an international academic career within a dynamic, research-driven and mission-led business school. The successful candidate will join a vibrant international faculty community committed to producing impactful research, delivering outstanding teaching and contributing to the development of responsible leaders.

WHY JOIN TBS EDUCATION

At TBS Education, we believe business schools have a responsibility to contribute positively to society through impactful research, innovative education, and engagement with organisations. Guided by our Business for Good mission, we encourage research that advances scientific knowledge while generating meaningful impact for businesses, policymakers, and society at large. Faculty members benefit from a supportive and open research culture, strong international

networks, intellectual freedom and opportunities for interdisciplinary collaboration through its three Centers of Excellence.

CANDIDATE PROFILE

- PhD completed or near completion in HRM, OB, or in related fields with a management research focus, from an internationally recognised institution / Post-doctoral experience considered a plus
- Potential and ability to publish in leading peer-reviewed journals (AJG | FNEGE)
- Ability to teach effectively in English and French at both undergraduate and graduate levels / Teaching needs include Human Resource Management and Organizational Behavior. The candidate's expertise in these areas will be a plus
- Commitment to pedagogical excellence and innovation
- Interest to develop interdisciplinary teaching & research activities (sustainability, AI & data…)
- Collaborative and collegial mindset, good communication skills and willingness to contribute to institutional life development and activities

KEY RESPONSIBILITIES

- Research: Develop an active research agenda, publish internationally, foster academic collaborations, and disseminate research findings
- Teaching: Deliver high-quality teaching and develop pedagogical materials across different academic programs and levels of study
- Service: Contribute actively to initiatives within the department and the research lab, and the Center(s) of Excellence

WHAT WE OFFER

- International environment
- Teaching loads consistent with research ambitions
- Dedicated research support & resources
- Support from a specialised pedagogical innovation team
- Attractive employment conditions and comprehensive benefits
- Relocation assistance and French language support

ABOUT THE DEPARTMENT AND THE RESEARCH LABORATORY

The Department of Business Law and Human Resource Management aims to educate responsible managers who are equipped to address the ethical and social challenges and committed to foster employee engagement and well-being within their organizations. The department and the Work, Employment & Health Research Lab share a common ambition: to produce rigorous and impactful research, deliver high-quality teaching, and provide outstanding student experience. They value methodological diversity, intellectual openness, and interdisciplinary dialogue. The Department and the Research Lab provide an environment where faculty are encouraged to develop ambitious research agendas and create impact beyond academia. Our faculty members publish regularly in Public Administration Review, Human Resource Management, Journal of World Business, Journal of Vocational Behavior.
More information: HRM&BL Department | WEH Lab

ABOUT TBS EDUCATION

Founded in 1903, TBS Education is a leading Triple Crown accredited business school. Academic excellence, impactful research, pedagogical innovation and societal engagement are at the heart of its strategy. More than 120 nationalities and 6,000 students are present on its 4 campuses located in the heart of dynamic cities: Toulouse, Paris, Barcelona (Spain) and Casablanca (Morocco). Teaching and Research at TBS Education are articulated around six departments, six Research Labs, three Centers of Excellence. Faculty are encouraged to combine scientific rigour with practical relevance and to contribute to a more responsible, sustainable and inclusive economy. TBS Education is also highly committed to Pedagogical Innovation.
More information: About TBS Education | TBS Education Business for Good | High Impact Research TBS Education | Pedagogical Innovation.

LIFE IN TOULOUSE

Toulouse offers a unique academic environment in a vibrant, cosmopolitan city. Discover Toulouse
Toulouse combines exceptional quality of life with one of Europe's most dynamic innovation ecosystems. As the European capital of aerospace and a major hub for entrepreneurship, digital technologies, artificial intelligence and sustainability, it offers outstanding opportunities for research collaborations and industry engagement. TBS Education also benefits from strong ties with legal professionals, HRM practitioners, business leaders, and leading national and international organisations.

APPLICATION PROCEDURE

Candidates are invited to fill out the application form on TBS Education’s recruitment page by Monday, 4 January 2027: Faculty Application TBS Education

The complete application package should be submitted in English and should include:

- A cover letter
- A complete Curriculum Vitae with a list of publications and courses taught (list of courses, level of programmes, number of hours, and language of instruction)
- Samples of research (published or working papers)
- A teaching statement and teaching evaluations
- The names of 3 referees who can be contacted

>> Practical questions or issues concerning the application: faculty.jobs@tbs-education.fr
>> Clarification questions can be directed to the Head of Department: Anthony PERRIER anthony.perrier@tbs-education.fr

Exceptional candidates at the rank of Associate Professor can be considered but must contact the Head of Department before applying.

Interviews with shortlisted candidates will take place on Wednesday 24 February 2027.

In line with the values promoted by TBS Education, we are committed to professional equality and the employment of disabled workers. As part of our recruitment process, all applications are examined.

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