



## **Faculty Recruiting: IMD is seeking Professors of Organisational Behavior / Leadership / Human Resources Management**

Founded by business executives for business executives, the International Institute for Management Development (IMD) is an independent academic institute with campuses in Lausanne and Singapore as well as a Management Development Hub in Shenzhen. We strive to be the trusted learning partner of choice for ambitious individuals and organizations worldwide. Our executive education and degree programs are consistently ranked among the world's best by the Financial Times, Bloomberg, Forbes, and others. Our leading position in the field is grounded in our unique approach to creating real learning, real impact. Through our research, programs, and advisory work we enable business leaders to find new and better solutions. Our purpose is ***Challenging what is and inspiring what could be, we develop leaders who transform organizations for a more prosperous, sustainable, and inclusive world.***

To further enrich its faculty body, IMD invites applications for the position of **Professor of Organisational Behavior / Leadership / Human Resources Management**. IMD recruits world class faculty members who are thought leaders in their fields, have experience engaging with senior executives, and have a global mind-set.

### **Academic environment**

IMD has 60 faculty members with expertise on topics of management, international business, accounting, economics, finance, operations, marketing, organisational behavior, strategy and entrepreneurship, innovation and more. IMD does not have departments by specializations or subject areas, nor a tenure system. There is just one rank of faculty ("Professor"). IMD Professors create inspiring learning environments with and for senior executives by building on their scholarly knowledge, practical understanding of management, using executive level pedagogy and continuous innovation in the design of teaching materials and programs. IMD Professors are strong team players committed to embodying IMD's vision, mission and organizational values. As an academic institution, IMD's close proximity to the world of business and its experience of and focus on hands-on executive development and organizational transformation provides a deeply valuable resource for its research activities. IMD Professors are committed to conducting rigorous, relevant, insightful and actionable research which leads to publications in top refereed and practitioner journals.

## Job requirement

Successful candidates will need to be accomplished in crafting a research agenda that results in top-quality research publications and feel comfortable interacting with (senior) executives in a pedagogical setting. Commitment to working in a collegial and collaborative environment that emphasizes teamwork is essential. Key responsibilities include the following:

- Teaching: Program development, program direction, teaching & delivery, advisory activity.
- Research: Active engagement in thought leadership, including publication (peer-reviewed academic & practitioner journals and books) and development of pedagogical material (cases, simulations, and exercises).
- Client Engagement: Engaging with clients to develop program and advisory opportunities based on a deep understanding of business challenges.
- Citizenship: Active contribution to peer development, institution-building and governance.

## Applicant profile

Successful candidates need to have:

- an established research profile in their topic of expertise evidenced by publications in respected peer-reviewed journals. A doctorate in an academic area relevant for their field from a well-regarded research institution is a pre-requisite.
- a strong teaching record and a commitment to teaching excellence and innovation that is consistent with the demands of modern business education, specifically in the ExecEd arena.
- Industry engagement or some direct business experience is desirable. The ability to teach in English is a must; experience living or working in multiple countries is a plus. Candidates should have excellent communication, organisation and interpersonal skills, with the ability to work independently as well as part of a team.

## What we offer

IMD offers a competitive salary as well as an attractive package consisting of a generous research budget, research and administrative assistance. Moreover, our modern campuses provide faculty with a state-of-the-art teaching and high-quality research infrastructure. IMD is an equal opportunity employer and particularly welcomes applications from individuals with diverse backgrounds. IMD offers help with relocation and integration assistance for new faculty members. Furthermore, IMD facilitates new faculty recruits and their families with generous relocation support and faculty members have opportunities for personal and professional development throughout their appointment at IMD.

## How to apply

Applications should consist of the following: a cover letter explaining why you are interested in and suitable for IMD; a full curriculum vitae, including a complete list of publications and teaching experience; a research statement and a teaching statement; photocopy of doctoral degree; and contact details of at least three references (names, email addresses, positions and contact phone numbers). The application should be submitted in electronic form (MS Word or PDF file) to "Faculty Candidate" (e-mail: [facultycandidate@imd.org](mailto:facultycandidate@imd.org)). The applications will be reviewed on the rolling basis and the post will remain open until filled.