



## **RECRUITMENT OF FULL-TIME ASSISTANT/ASSOCIATE PROFESSORS IN HUMAN RESOURCE MANAGEMENT (M/W) AT ICN BUSINESS SCHOOL, PARIS OR NANCY**

Founded in 1905, EQUIS, AMBA & AACSB accredited, ICN Business School, a French Grande Ecole in Management, is one of the leading business schools in Europe. ICN has several campuses and teaching sites, including Nancy and Paris, France, as well as Berlin and Nuremberg, Germany. In Nancy, ICN is located on the ARTEM campus, a common campus shared between the ARTEM partner institutions, the National School of Art and Design and the National School of Engineering.

ICN Business School strives to be a reference in innovative, transdisciplinary and responsible business education in the heart of Europe. ICN prepares students and managers to meet the needs of today's and tomorrow's workplace. Innovation, creativity and the capacity to work beyond traditional disciplinary borders are fostered through the school's Art-Technology-Management teaching and learning philosophy, and ongoing commitment to CSR. The School hosts the UNESCO Chair "Art and Science for Sustainable Development Goals" that promotes transdisciplinary research, education and training for implementing SDGs.

In line with its mission and vision, ICN Business School values openness, commitment and team spirit from faculty, staff and students. The School counts 3,000 students, a highly international faculty of more than 70 professors, more than 120 partner universities around the world and a vast corporate network. It offers a wide range of programs including a Bachelor and an MSc in Management, specialised Master degrees, an Executive MBA, a PhD, as well as non-degree executive programmes.

ICN expects a commitment to high quality research, teaching and student support from its faculty. The School offers an attractive remuneration and incentive package, in line with the position and the qualifications of the successful candidate. Financial bonuses for publications in selected journals are offered.

### **Requirements**

The ideal candidates for these positions in ICN's Human Resources and Organisational Behaviour Department will have strong research interests and teaching experience, both on-site and distance, in a combination of the following fields: communication, multi-cultural management, sustainable HRM, quality of work life, and competence management.

The candidates are expected to pursue research excellence. Experience in research funding projects and corporate relations would be an asset. The candidates are interested in connecting HR and OB issues to the school's commitment to sustainability and transdisciplinarity. Candidates are expected to teach to multiple audiences (Bachelor, Master, Executive Education) in French and English, on the different campuses and teaching sites of the school. Candidates are expected to demonstrate their willingness to innovate in the design of courses, teaching material and teaching methods.

To be appointable as Assistant Professor candidates must have a PhD or submitted their thesis, demonstrate the potential for research excellence or already have produced in peer-reviewed journals and show an aptitude for strong teaching quality.

To be appointable as Associate Professor, candidates must have a PhD and several years of work experience in higher education or research, a record of excellence in research with publications in international leading journals, and evidence of strong teaching quality.

The application should consist of:

- a curriculum vitae indicating their level of mastery of French and English,
- a cover letter,
- a research plan, a teaching statement and teaching assessments (if available).

The complete application package should be submitted in English online via the following link: <https://www.icn-artem.com/en/want-to-work-at-icn/> then click on the button "APPLY".

Questions can be directed to the Director of Human Resource and Organisational Behaviour Management Department: [krista.finstad-milion@icn-artem.com](mailto:krista.finstad-milion@icn-artem.com)