



RECRUITMENT OF FULL-TIME ASSISTANT/ASSOCIATE PROFESSORS IN HUMAN RESOURCE MANAGEMENT AND ORGANISATIONAL BEHAVIOR (M/W) AT ICN BUSINESS SCHOOL NANCY – PARIS – BERLIN

The School

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, 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. <https://www.icn-artem.com/en/research/unesco-chair/>

In line with its mission and vision, ICN Business School values openness, commitment and team spirit from faculty, staff and students. The School counts 3,500 students, a highly international faculty of more than 80 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 including a Master in Management of Human Resources and Social Innovations, an Executive MBA, a PhD, a DBA, as well as non-degree executive programmes such as the coaching school.

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 as well as for successes in research grants and third-party funded projects.

Requirements

The ideal candidate for this position in ICN's HR and OB Department will have teaching experience and strong research interests in such fields as human resource management and organizational behavior / responsible management. More specifically of special interest are candidates with expertise in a variety of the following: competency development, social innovations, creativity, digital team dynamics, intergenerational issues, multicultural/intercultural management, intercultural negotiations, leadership, compensation management, and project and change management. Experience in innovative teaching such as design thinking, agile management and metaverse teaching would be an asset. Networking experience with the corporate world would also be appreciated. The candidate is expected to pursue research excellence, and 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 experience in innovating in the design and delivery 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 high-quality research output and show 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 thought leadership and research with publications in internationally leading journals, and evidence of strong teaching quality. To promote equity and excellence, the selection committee will take into account any career interruptions experienced by applicants. Applicants are invited to share the circumstances of any career interruptions and explain how these have influenced their career path.

The application should consist of:

- a curriculum vitae,
- 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: [FACULTY JOB \(icn-artem.com\)](https://icn-artem.com/faculty-job). Questions can be addressed to the Director of the Human Resources and Organisational Behavior Department: krista.finstad-milion@icn-artem.com

For more information, please visit the following website : www.icn-artem.com