

ESSEC Business School invites applications for an Open Rank position in Organizational Behavior

ESSEC Business School is one of Europe's leading business schools (#7 on the FT European Business School ranking) with campuses in Greater Paris, Singapore, and Morocco. Being the first AACSB-accredited business school outside North America, it offers BBA, MSc, Advanced Masters, MBA, Executive MBA, and Ph.D. programs in business administration. Its flagship Master in Management (Grande Ecoles) program is ranked #10 worldwide and #2 in Asia in the latest FT ranking. The school has many strategic alliances and academic partnerships with leading institutions worldwide.

More information on the School and our Department is available at <https://management-department.essec.edu/>

ESSEC BUSINESS SCHOOL holds the HR Excellence in Research award. As part of our ongoing HRS4R (Human Resources Strategy for Researchers) commitment, ESSEC implements a recruitment policy aligned with the principles of OTM-R (Open, Transparent, and Merit-Based Recruitment). For more information, you can consult our OTM-R policy [here](#).

Offer description

The Department of Management at ESSEC Business School invites applications for a faculty position. The position is based at the ESSEC Cergy Pontoise campus (Greater Paris area) and has a starting date of 1st September 2027 or upon agreement.

The Department places a strong emphasis on high quality, high impact research and excellence in teaching. Its faculty members publish in top tier journals such as Academy of Management Journal, the Journal of Applied Psychology, and Organization Science, and PhD students are placed at top research institutions. Recent recruits joined from London Business School, Judge Business School at the University of Cambridge, HEC Paris, and the Wharton School of the University of Pennsylvania.

Skills/Requirements

- This is an open-rank position. Depending on qualifications, the position will be filled at the R2 (Recognised), R3 (Established), or R4 (Leading) researcher level within the European Career Framework, corresponding to the ranks of Assistant, Associate, or Full Professor.
- Depending on the rank, successful candidates will demonstrate strong potential for publishing high-quality and rigorous research in organizational behavior, or have a strong track record of publishing in top tier journals.
- Senior candidates are expected to play a leadership role in research and teaching development
- All areas of research in Organizational Behavior are welcome
- For senior candidates, in addition to research and teaching excellence, a successful record in supervising and placing PhD students and a history of conducting research with junior faculty are highly desirable
- Candidates must be able to teach in English.

- The positions will be filled at the appropriate rank depending on the profile and experience of the candidate

Benefits

- Being part of a truly international business school with campuses in Europe, Asia, and Africa
- Being part of a dynamic research department.
- Competitive salary.
- A substantial research budget.
- Support for learning French (if desired) and settling in France (relocation agency).

Eligibility criteria

- Candidates must submit their application packages via this link no later than 1st September: https://essec.qualtrics.com/jfe/form/SV_aXVV4DtGhOaVCxU
Applications should include curriculum vitae, cover letter, research statement, teaching statement, and job market paper.
- Candidates can be from any nationality. We encourage diversity, and equal opportunity will be given to all applicants. In accordance with the ESSEC hiring policy promoting diversity, this position is accessible to people with disabilities.

Selection process

- Submission of your application package via the link above
- Review of your application by the recruitment committee.
 - If you are selected, you will be invited to appear before the recruitment committee, where you will give a presentation of your work, participate in a discussion and answer questions from the committee members and department members (90 minutes total).
- The recruitment committee will deliberate and will provide their final decision via email.
- All candidates will be notified by email if their application was successful or unsuccessful.

