

TENURE-TRACK FOR INTERNATIONAL MANAGEMENT



INFORMATION FOR APPLICANTS

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1. General

The Department of International Management (IM) follows a behavioral-oriented approach in research and teaching that covers the macro (market, business environment), organizational, and micro (group and individual) levels relevant to understanding how internationally active organizations operate. The IM Department is part of JKU's "Faculty Area of Business Administration and Business Informatics". The successful candidate will be expected to closely collaborate with the other Management and Marketing Departments in research, teaching, and transfer.

2. Research

In recent years, the IM Department's research activities have focused on cross-cultural management, international human resource management, comparative management, participative and ethical leadership, as well as erosion of trust. Qualitative methodology (in particular Ethnography and Grounded Theory) has been combined with hypothesis-testing, quantitative research.

The successful candidate is expected to be a high-potential young academic in the field of International Management with a strong track record. Potential research interests could include (but are not limited to) cross-cultural management (e.g. acculturation, multicultural identities, etic and emic approaches to the study of culture); multicultural teams (e.g. virtual collaboration); challenges related to international assignments; new perspectives on internationalization and market entry strategies; sustainability as well as knowledge and practice transfer relevant for internationally active organizations; and cross-border cooperation and alliances.

On top of the annual amount of research funding per year (EUR 1500.00), the university provides additional funding for international networking activities and visibility in the international research community. The amount is subject to negotiation.

The successful candidate should have the following research qualifications:

- Doctoral degree/PhD in the area of International Management (outstanding academic transcript; graduation preferably maximum 5 years back).
- Post-doctoral experience in research, teaching and transfer at a university or other research institution.
- Active role in international research projects, incl. externally funded projects.
- Excellent publication record in peer-reviewed journals.
- Presentations at renowned international academic conferences.
- Outstanding competence in qualitative and/or quantitative methods of management research pertaining to International Management.
- International experience during studies or work.
- Experience in acquiring external funding is desired.

3. Teaching

The IM Department is involved in the following academic degree programs: Bachelor's and Diploma Degree Business and Economics, Master's in General Management, Doctorate Degree Social and Economic Sciences, Master's in Web Sciences, Master's Degree Program in Legal and Business

Aspects in Technics, and Master's in Polymer Technologies. The vast majority of these courses are taught in English, the proportion of international students is high. We follow an integrated teaching approach combining theoretical input with cases, simulations, virtual projects, guest speakers, as well as company projects.

The position includes teaching obligations equivalent to 4 academic hours per semester. In keeping with the IM Department's international direction and focus, the candidate's courses will also be held in English. Furthermore, the successful applicant is expected to follow the behavioral-oriented and integrated teaching approach practiced at the department, supervise Bachelor and Master theses, as well as hold academic examinations. The candidate will also be welcome to actively participate in the development of courses offered by the IM Department.

The successful candidate should have the following teaching qualifications:

- Teaching experience at the Bachelor, Master, and/or Doctoral level at renowned universities or other academic institutions in English and German language (excellent course evaluations expected).
- Experience in supervising academic theses and in holding academic examinations.
- International teaching experience is desired.

4. Additional Requirements

The successful candidate should have the following additional qualifications:

- Excellent command of spoken and written English.
- Good understanding of business practice.
- High motivation, team spirit, and strong communication skills.

Applicants who possess little or no German language skills will be expected to acquire active, fluent language skills as quickly as possible and at a level that will enable the candidate to become a potential participant in university committee activities.

5. Tenure (Qualification) Agreement

Tenure decisions will be based on an agreement between the candidate and the Rectorate. Annual evaluations will include a review of excellence in research and teaching, international experiences, and the acquisition of external funding.