

Assistant or Associate Professor in Leadership within and between business organizations

Offering a high-performing, large and truly interdisciplinary social science environment, the Department of Social Sciences and Business (DSSB), Roskilde University (RUC), invites applications for a position as assistant professor or associate professor in leadership within and between business organizations. The position is available from August 1, 2024, or as soon as possible thereafter. The position as assistant professor is limited to 3 years.

The demand for leadership and the shape leadership takes is changing. Our department looks to develop its research and teaching in the field of leadership and welcome applicants with innovative takes on research for instance in

- Leadership in complex business and network organizations
- New leadership forms (co-leadership, horizontal leadership, trust-based leadership, diversity leadership etc.)
- Leadership in and of new organizational forms (Sustainable and/or regenerative/circular organizations, platform organizations, diverse organizations etc.)
- Leadership in relation to newer ways of working (AI, remote working, corporate social responsibility etc.)
- Leadership in relation to collaborative forms of sustainable business innovation (service innovation, technological innovation, etc.)

The list is not to be considered exclusive.

We are particularly interested in applicants who seek an interdisciplinary research and education environment and who wants to contribute to developing our teaching and research related to our business studies programmes.

ISE conducts interdisciplinary, collaborative and socially engaged research based on anthropology, business studies, development studies, economics, legal studies, political science, and sociology. We offer an innovative and interdisciplinary university environment characterized by academic and methodological diversity in research and education. Our department's researchers put emphasis on research methodologies, and they share a commitment to gaining insights into businesses and society in diverse contexts of change and global engagement. We produce research at the highest international level that feeds into our educational programmes, while simultaneously leveraging our research to impact social, economic, and political change. Research in the department is organised in research groups. The selected candidate is expected to work closely with for instance sociologists, anthropologists or political scientist in one of these groups. Read more about [the department here](#).

Responsibilities and tasks

The substance of the work is the same regardless of whether the candidate is hired as assistant or associate professor. Yet there are some differences as to the responsibilities and tasks:

If hired as *assistant* professor, we expect you to develop a field of expertise by adding new

significant elements to your doctoral thesis and to publish in leading journals within the field of leadership. We further expect you to participate in a research group and to contribute to the research culture in the department (academic citizenship). Your daily work will primarily include research and research-based classroom teaching and project supervision with associated examination obligations at BA and MA level in our [Business Studies programmes](#). In addition to research and research-based teaching, the position involves sharing knowledge with the rest of society including participation in the public debate. The position as assistant professor entails an obligatory educational training programme that will give you pedagogical and didactic tools as well as familiarize you with the educational model of the University of Roskilde called Problem-oriented project learning ([PPL](#)).

If hired as *associate* professor, we expect that you maintain a steady rate of research publications. Besides the tasks of an assistant professor, we further expect you to attract research grants and other types of external funding, manage research projects, provide supervision of PhD students and guidance to post docs and assistant professors, participate actively in research groups, contribute to the development of our teaching activities as well as to take part in academic assessments and other tasks requested by the department. The position as associate professor entails a short (5 hrs) obligatory introduction to the educational model of the University of Roskilde called Problem-oriented project learning ([PPL](#)).

The ideal candidate at the level of *assistant* professor

The ideal candidate at the level of assistant professor is expected to

- develop a field of expertise beyond the scope of the doctoral thesis
- accomplish research meeting international standards
- contribute to the development of the research profile of the department
- collaborate with colleagues in establishing a vibrant research community
- contribute to relevant teaching programmes
- contribute to the long-term well-being of the department
- perform minor administrative tasks, and to
- complete the educational training programme ‘Certificate of University Teaching and Learning’ ([CUTL](#)).

Qualifications at the level of *assistant* professor

Applicants at the level of assistant professor must hold a relevant PhD degree (for instance in business studies). The ideal candidate matches most of the following characteristics:

- Documented research qualifications within the academic field of leadership
- Documented research production at an international level, including publications in the field’s internationally recognized journals/publishing houses
- Teaching experience at bachelor and master level within topics of leadership
- Teaching potential in quantitative and/or mixed methods
- A keen interest in project-oriented learning and teaching in an interdisciplinary environment.

The ideal candidate at the level of *associate* professor

The ideal candidate at the level of associate professor is expected to

- demonstrate evidence of a steady rate of publications, a progression in publications over time,

as well as current research activity in the form of recent publications at high international level,

- accomplish research and engage in research cooperation meeting high international standards,
- enhance the international recognition of the research of the department,
- engage in external fundraising to increase funds for the department,
- play a role in executing and developing the educational programmes of the department,
- contribute to the administrative responsibilities of the department,
- participate in the department's communication with the broader public,
- take responsibility for the long-term well-being of the department and Roskilde University at large
- actively contribute to the research environment by a visible and physical presence at the department, and
- promote Roskilde University's academic reputation.

Qualifications at the level of *associate professor*

Applicants at the level of associate professor must hold a relevant PhD degree (for instance in business studies). The ideal candidate matches the following characteristics:

- International research profile within the academic field of leadership
- Documented research production at an international level, including publications in the field's internationally recognized journals/publishing houses
- Teaching experience at all levels within topics of leadership
- Teaching experience in quantitative and/or mixed methods
- A keen interest in project-based teaching and teaching in an interdisciplinary environment.
- The candidate should be able to document pedagogical qualifications, good teaching evaluations, and the ability to innovate within the educational field.

The ideal candidate at either level (assistant or associate professor) shall furthermore be enterprising and possess good communication skills and be a visible involved participant in the department's daily activities, in addition to being willing to engage in disciplinary and interdisciplinary collaboration across the department. Read more about [faculty expectations here](#).

Ability to teach in Danish is an asset and successful candidates who do not speak Danish (or possibly Swedish or Norwegian) will be requested to acquire the necessary skills in Danish within the first two years of service, so as to ensure that they can participate satisfactorily in teaching activities as well as in academic and administrative activities at the university. At the time of appointment, successful candidates must master English for academic purposes. You can find information about life as an international researcher at Roskilde University [here](#).

Assessment

In the assessment consideration will be given to:

- Research topic
- Scientific production at an international level
- Research potential
- Experience in teaching and education
- Other academic experience e.g. from organizing research conferences or seminars

- Ability to contribute to development of the department's internal and external cooperation

Questions

For further information about the position, please contact Dean of Social Sciences Morten Frederiksen (+45) 4674 3608) / mfred@ruc.dk or Vice Dean for Education Bodil Damgaard (+45) 4674 2251 / bodam@ruc.dk

Terms of employment

The employment is full time, and you will refer to the Dean of Social Sciences. The position will be filled according to the Agreement between the Danish Ministry of Finance and the Danish Confederation of Professional Associations (AC) and Job Structure for Academic Staff at Universities.

Application procedure

After the deadline for applications the Dean will shortlist applicants for assessment with assistance from the recruitment committee including the chairperson of the assessment committee.

Shortly after the application deadline all applicants will be notified whether or not their application has been selected for assessment.

The shortlisted applicants will be informed about the composition of the assessment committee, and each applicant will be given the opportunity to comment on the composition of the committee and - later on - their assessment.

Once the recruitment process is completed, all applicants will be informed of the outcome of their application.

Application

To apply for the position go to www.ruc.dk/en/job/

Only applications in English are accepted.

Applications must include:

1. A cover letter in which the applicant must clearly indicate whether the application concerns an assistant professor position, an associate professor position or both positions
2. CV
3. Documentation of education
4. Teaching portfolio (read more about teaching portfolio at Roskilde University [here](#))
5. A complete list of publications
6. A maximum of 5 relevant scientific works that you want included in the assessment. If any of the publications that you want included in the assessment are the result of a joint effort, the extent and the nature of your contribution to each individual work must then be clarified in a co-author statement (find template [here](#))

7. Research plan (Max 2 pages).

Please submit your application no later than April 21, 2024.

Material received after this date will not be taken into consideration.

Roskilde University wishes to reflect the diversity of society and welcomes applications from all qualified candidates regardless of personal background.