

The **Institute for Organization Design / Department of Strategy and Innovation** is currently inviting applications for a **30 hours/week Teaching and Research Associate position** (pre-doc, employee subject to the terms of the Collective Bargaining Agreement for University Staff; Universitätsassistent/Universitätsassistentin prae doc - Angestellte/r gemäß Kollektivvertrag für die Arbeitnehmer/innen der Universitäten; minimum gross monthly salary, paid 14 times per year: Euro 2,095.95, recognition of previous employment - if relevant to the advertised position - possible). This employee position will be limited to a period of 6 years, starting on **September 1, 2018** (commencement date subject to change).

Responsibilities:

The Institute for Organization Design has a research and teaching focus on strategic management (particularly strategic leadership and corporate governance), organizational change, and organization design. In our empirical research, we cooperate with a well-established network of international scholars. We are particularly looking for self-motivated, highly active and productive researchers, who will be expected to make a significant contribution to our research areas or a related field.

Your tasks will include contributions to research, teaching, and administration at the chair, including co-supervision of Bachelor theses.

Applications for an appointment as a Teaching and Research Associate imply that the successful candidate will enroll in WU's PhD program. Even though a substantial part of the candidate's research activities will be dedicated to his/her PhD project, the candidate will also be involved in other research projects. The outcomes of such projects will be published in international research journals and presented at international academic conferences. Attending advanced graduate courses is part of the training.

Your Profile:

We wish to attract candidates with a solid academic qualification in Business Administration (preferably) or a related field (master's degree or equivalent). The successful candidate must demonstrate the motivation and capacity to excel in both research and teaching.

We are particularly interested in candidates whose background and qualifications are in one or more of the following areas:

- strategic management, particularly strategic leadership and / or corporate governance;
- strategic adaptation / organizational change;
- organization design;
- quantitative empirical research and statistical and econometric analysis (e.g., Stata, R) and / or quantitative text analysis (Python, R).

Very good communication skills, very good command of MS Office, and very good written and oral command of the English language are required (for international candidates, German language skills are a plus). Beyond any formal requirements, we are looking for enthusiastic, curious team players who are passionate about research and teaching and willing to take on responsibility.

Questions may be directed to Prof. Dr. Patricia Klärner (pklarner@wu.ac.at).

Application Procedure:

Interested candidates should upload their applications including a cover letter (specifying research interests, motivation for an academic career, and possible starting date), CV, transcript of records, and other relevant documents, using the online application tool. Names and contact details of at least two potential academic references should also be included. All application documents can be submitted in either English or German.

Candidates should provide a pdf copy of their MA thesis or other research-oriented output (e.g., BA thesis, seminar papers).

Reference Number: 3679

Application materials can be submitted online until August 15, 2018.

Please apply on our homepage www.wu.ac.at/jobs.

Interviews, travel and lodging expenses:

Most likely, interviews will be held via Skype. We regret that WU cannot reimburse applicants for travel and lodging expenses incurred as part of the selection and/or hiring process.

Equal opportunities:

WU is an Equal Opportunity Employer and seeks to increase the number of its female faculty and staff members, especially in management positions. Therefore qualified women are strongly encouraged to apply. In case of equal qualification, female candidates will be given preference. WU has established a [Committee for Equal Treatment](#), which is involved in all selection proceedings pursuant to § 42 of the 2002 Universities Act.