

# Associate Professor at Department of Management

The Department of Management at Aarhus BSS, Aarhus University, invites applications for one or more positions as associate professor in Management. The associate professorship is a full-time and permanent position starting on August 1, 2025 or as soon as possible subject to mutual agreement.

## Job description

The ideal applicant is expected to contribute significantly to the department's research and teaching environment and to the overall research strategy of the School.

You are expected to teach and supervise students at Bachelor's, Master's and PhD level and to carry out individual and group-based research of the highest international standard contributing to the development of our academic field.

On this occasion and without prejudice, the department especially welcomes applicants who can teach and do research in the following areas:

- Financial accounting and auditing
- Management Accounting
- (Management) Information Systems and Digitalization
- Leadership and Organisation (Behaviour, Design and HRM)
- Strategy
- International Business
- Marketing
- Innovation and Entrepreneurship

The department is international, and the working language and language of teaching in the majority of courses is English. Nevertheless, for improved career-prospects and to further employees' flexibility in teaching, research and dissemination to the public, non-Danish applicants are expected to learn Danish within the first few years of employment.

## Qualifications

Applicants must possess research qualifications and teaching skills corresponding to those obtained after successful completion of a period of employment as an assistant professor, but equivalent academic qualifications may also be accepted.

Permanent employment as associate professor at Aarhus BSS requires completion of the supervision course and also the course Online and blended learning provided by Centre for Educational Development at Aarhus University. If you have not completed the courses before commencement of employment, continued employment will be conditional on completion of the courses within a two year period.

**The required qualifications are elaborated below:**

### 1. Research qualifications

The department is ambitious in terms of research publications.

Applicants are expected to have a well-documented international research profile with emphasis on innovative contributions in high standard, peer-reviewed publications:

- Applicants must have produced and published research in addition to the PhD thesis and must demonstrate progression in the form of research publications that go beyond the PhD thesis, either thematically, theoretically, methodologically and/or empirically.
- A qualified applicant has at least three articles published or accepted for publication in high standard, international, peer-reviewed journals. A significant part must have been produced after finishing the PhD degree.
- Emphasis will be put on current and recent productivity and take into account the

**Application Deadline:**  
01 March 2025

**Faculty:**  
Aarhus BSS

**Institute/Faculty:**  
Department of  
Management

**Academic contact person:**  
Jacob Kjær Eskildsen  
Institutleder  
eskildsen@mgmt.au.dk  
+4593521431

number of years at present academic level.

- Applicants must demonstrate the capacity to carry out independent research. In reviewing applicants, emphasis will therefore be on publications where the contribution of the applicant is substantial, as evidenced by first authorship and through co-authorship declarations.
- In terms of evaluating the qualitative aspects of an applicant's research competences, focus is on the publications submitted for assessment.

## **2. Didactical/pedagogical competences and experiences**

Teaching and advising students at different levels is a main activity of an associate professor at the Department of Management. The Department is ambitious in terms of our teaching programme at BA, MA and PhD level.

- All applicants submit a teaching portfolio, where didactical/pedagogical competencies are carefully documented.
- A qualified applicant must have experience from teaching several courses at different levels and on different topics. 6-8 courses are normally a minimum requirement.

## **3. Qualifications relating to research cooperation and management, and knowledge sharing with the public.**

Applicants must have some experience in performing research cooperation, research management and knowledge sharing, possible editorial experience from professional journals or edited volumes, and possible experience with planning and running professional conferences, workshops etc.

Applicants must have good communication skills and must have the ability to work as part of a team.

### **Who we are**

The Department of Management is one of the six departments at [Aarhus BSS](#)- one of the five faculties at Aarhus University. Aarhus BSS unites the business and social science-related research fields and brings them closer together to reflect the close relationship between society and the business community. As part of a Top 100 university, Aarhus BSS and the Department of Management have achieved the distinguished AACSB, AMBA and EQUIS accreditations.

The department's research and teaching environment is highly international and culturally diverse with a mix of Danish and international academic staff members and PhD students. We employ more than 160 academic staff including researchers, PhD students, research associates and cover a broad range of disciplines within management. e.g. marketing, international business, organization, HR, strategy, management accounting, innovation management, entrepreneurship, digitalisation, and information systems. We aim to conduct high-quality research, and we give high priority to publishing our research in leading academic journals and presenting it at recognised conferences. In addition, we have a dynamic exchange of international researchers, who stay at the department for short or long periods of time.

For more information about the Department of Management, please visit: <http://mgmt.au.dk/>.

### **Further information**

For further information about the position and the department, please contact Head of Department Jacob Kjær Eskildsen, Tel.: +45 3160 8100, Email: [eskildsen@mgmt.au.dk](mailto:eskildsen@mgmt.au.dk).

If you need help uploading your application or have any questions about the recruitment process, please contact HR supporter, Maria Løvgaard Bodin, Tel.: +45 87 15 34 45, [mgb@au.dk](mailto:mgb@au.dk)

## Place of work

Aarhus BSS  
Department of Management  
Fuglesangs Allé 10  
DK-8210 Aarhus V  
Denmark

## Deadline

All applications must be made online and received by March 1, 2025.

## International applicant?

Aarhus University offers a broad variety of services for international researchers and accompanying families, including relocation service and career counselling to expat partners. Please find more information here:

<https://internationalstaff.au.dk/relocationservice/>

Please find more information about research opportunities at Aarhus University here:

<http://international.au.dk/research/>

## Terms of employment

The appointment is made in accordance with the [Memorandum on Job Structure for Academic Staff at Danish Universities](#) as well as the circular on the [Collective Agreement for Academics Employed by the State](#) (in Danish).

The job content and qualification requirements are described in further detail in the [Ministerial Order on the Appointment of Academic Staff at Universities](#).

## Application procedure

When you apply for this position it is mandatory to attach the following:

- Application
- Curriculum Vitae. You are encouraged to declare any periods of leave without research activity, including, for example, maternity leave, since your research activities are assessed in relation to your actual research time
- Education (diploma for master's, PhD and possibly higher doctoral degree)
- List of publications (the enclosed publications must be clearly marked on the list of publications)
- Publications. Up to five publications can be included in the application. In the event of several authors the publications must be accompanied by a co-author statement concerning the applicant's share of the collaborative work with the consent of the co-authors. [This template may be used for the purpose](#)
- Teaching portfolio. The specific requirements regarding the documentation can be found [here](#)

Materials which cannot be uploaded together with the application may be submitted in five copies to Aarhus BSS HR & PhD, Aarhus University, Tåsingegade 1, 2nd floor, DK-8000 Aarhus C.

Read more about how to apply for an academic post at Aarhus BSS [here](#)

## The evaluation process

Shortlisting is applied. This means that an appointment committee (assisted by the chair of the assessment committee) advises the head of department on which applicants are the best overall match for the department's and the faculty's recruitment needs and which possess the qualifications, competencies, experience and potential described above and in the faculty's criteria for evaluating candidates to permanent positions here.

Through the shortlisting process, the head of department selects the applicants who are to receive a thorough assessment of their professional qualifications. The assessment committee will then assess these applicants. All applicants will be notified whether or not their applications have been shortlisted and sent to an expert assessment committee for evaluation. The selected applicants will be informed about the composition of the committee.

Please note that the assessment of applicants is based solely on the material received prior to the application deadline.

For further information about the recruitment process, shortlisting procedure and guidelines for assessment committees please visit this [website](#).

Aarhus University's ambition is to be an attractive and inspiring workplace for all and to foster a culture in which each individual has opportunities to thrive, achieve and develop. We view equality and diversity as assets, and we welcome all applicants.

*The application must be submitted via Aarhus University's recruitment system, which can be accessed under the job advertisement on Aarhus University's website.*

**Aarhus University**

*Aarhus University is an academically diverse and research-intensive university with a strong commitment to high-quality research and education and the development of society nationally and globally. The university offers an inspiring research and teaching environment to its 38,000 students (FTEs) and 8,300 employees, and has an annual revenues of EUR 935 million. Learn more at [www.international.au.dk/](http://www.international.au.dk/)*