

Tenure track Assistant Professors in Management with a focus on leadership

Are you motivated by conducting high-quality research that makes a difference? Do you want to develop new knowledge about how leaders shape organizational adaptation, long-term value creation, and societal contributions? And are you interested in the field of Management with a focus on leadership and organizational sustainability? If so, you may be the Tenure Track Assistant Professor we are looking for at Department of Management.

You will join a highly ambitious, interdisciplinary environment and become part of the newly established Aarhus Center for Leadership and Organizational Sustainability (ACLOS+), launching in 2026. The center explores how leadership enables organizations to navigate global transitions—ranging from geopolitical uncertainty and technological disruption to sustainability challenges—and to remain viable, legitimate, and value-creating.

Job description

The successful applicants are expected to contribute significantly to the Department's research and teaching environment and activities. Specifically, the applicants will contribute to new research center, the Aarhus Center for Leadership and Organizational Sustainability (ACLOS+). The Center, officially to be launched in June 2026, will advance research on leadership as a core enabling condition for organizational sustainability in an era of interconnected (global) transitions. At the Center, we conceptualize organizational sustainability not only as environmental responsibility, but as the capacity of organizations and thus its leaders to remain viable, legitimate and value-creating under conditions of geopolitical instability, resource constraints, technological disruption, and structural transformations. By integrating insights from different disciplines and by doing rigorous empirical research with practical implications, the center will develop new knowledge and insights on how leaders shape innovative solutions to organizational adaptation, long-term value creation, and societal contributions.

In your new role, we expect you to carry out rigorous research of the highest international standard contributing to the development of the center and the academic field in question. We also expect you to teach and supervise students at the Bachelor's and Master's levels in the various programs (co-)offered by the [Department of Management](#).

For these positions, the Department especially welcomes applicants who can teach and do research in the following areas:

- Leadership
- Strategy and Organisation
- Data science
- Organizational Change
- Business Psychology

The tenure track assistant professorships are open-ended tenure track positions with a tenure review in four to five years where you, after a maximum of six years, transition to a position as associate professor after a positive assessment. Read more about [tenure track employments](#) at Aarhus BSS.

Qualifications

To qualify for the position as assistant professor for these positions, you must hold a relevant PhD, preferably in management, organizational behavior, organizational theory, data science, or a closely related field, and have a demonstrable track record of high-quality empirical research.

Given the center's commitment to rigorous empirical research with practical implications, candidates preferably have experience with quantitative or mixed-method research designs (e.g., experiments, archival data or large datasets, RCTs), and a publication record — or clear publication potential — in internationally recognized journals. Affinity with interdisciplinary research and an interest in translating scholarly insights into practical and societal impact are considered strong assets.

Ansøgningsfrist:
13. juli 2026

Institut/VD-område:
Institut for
Virksomhedsledelse

Fakultet:
Aarhus BSS

Faglig kontaktperson:
Hanne Kragh
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Antal ledige stillinger:
2

Timer pr. uge:
37

**Forventet
tiltrædelsesdato:**
01-10-2026

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 research fields of business and social sciences bringing them closer together to reflect the close relationship between society and the business community. As part of a Top-100 university, Aarhus BSS, and specifically the Department of Management, has 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 Hanne Kragh, Tel.: +45 61 60 51 49, Email: hak@mgmt.au.dk. For more information about the position and the research center ACLOS+, please contact center directors Harry Garretsen (garretsen@mgmt.au.dk) or Janka Stoker (stoker@mgmt.au.dk).

If you need help uploading your application or have any questions about the recruitment process, please contact HR coordinator Maria Grauert Løvgaard, Tel.: +45 87 15 34 45, Email: mgb@au.dk

The starting date is October 1, 2026 or as soon as possible hereafter subject to mutual agreement.

Place of work

Department of Management, Aarhus BSS
Universitetsbyen 61
DK-8000 Aarhus C
Denmark

Deadline

All applications must be made online and received by July 13, 2026.

The benefits of working in Denmark

Denmark as a country offers the opportunity to pursue a career without compromising your family life and in general work-life balance in Denmark are among the best in Europe. The Danish welfare system is tax-funded and includes services such as free healthcare and education.

Employment conditions are regulated through collective agreements which cover aspects such as paid parental leave, safe workplace, flexible working hours and much more.

If you want to know more about the Danish way of life, please visit: [Life in Denmark](#). You can also contact our [International Staff Office](#).

Ansættelse sker i henhold til [bekendtgørelse om stillingsstruktur for videnskabeligt personale ved universiteter](#) samt [cirkulære om overenskomst for akademikere i staten](#).

Stillingsindhold og kvalifikationskrav er yderligere beskrevet i [cirkulære om ansættelsesvilkår for videnskabeligt personale ved universiteter](#).

Ansøgningsprocedure

Det er obligatorisk at vedhæfte nedenstående, når du søger denne stilling:

Ansøgning

- Curriculum Vitae. Du opfordres til at angive eventuelle orlovsperioder uden forskningsaktivitet, herunder fx barselsorlov, da dine forskningsaktiviteter vurderes i forhold til din reelle forskningstid
- Uddannelse (Eksamensbevis kandidat-, ph.d.- og evt. doktorgrad)
- Publikationsliste (de medsendte publikationer skal være tydeligt markeret på publikationslisten)
- Publikationer. Op til 3 publikationer kan medsendes. I tilfælde af flere forfattere vedlægges en medforfattererklæring om ansøgers andel i fællesarbejdet med tilsagn fra medforfatterne. [Denne blanket](#) kan bruges til formålet
- Undervisningsportfolio. De nærmere krav til dokumentationen findes [her](#)
Læs mere om, hvordan du søger en videnskabelig stilling ved Aarhus BSS [her](#).

Bedømmelsesprocessen

Efter ansøgningsfristens udløb nedsættes et bedømmelsesudvalg. Der gøres opmærksom på, at bedømmelsen af ansøgerne udelukkende sker på baggrund af det materiale, som er modtaget inden ansøgningsfristens udløb. For yderligere information se [guidelines for assessment committees, Aarhus BSS](#).

Aarhus Universitet vil være en attraktiv og inspirerende arbejdsplads for alle og ønsker en kultur, hvor hver enkelt kan udfolde og udvikle sig. Vi ser ligestilling og diversitet som en ressource og opfordrer derfor alle interesserede til at ansøge.

Ansøgning sendes via Aarhus Universitets rekrutteringssystem, som kan tilgås under stillingsopslaget på Aarhus Universitets hjemmeside.

Om Aarhus Universitet

Aarhus Universitet er et fagligt bredt og forskningsintensivt universitet med høj kvalitet i uddannelse og forskning, og et stærkt engagement i samfundsudviklingen nationalt og globalt. Universitetet tilbyder et inspirerende uddannelses- og forskningsmiljø for 37.000 studerende og 8.700 medarbejdere med en årlig omsætning på 8,3 mia. kr. Læs mere på www.au.dk