

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.

Application Deadline:
13 July 2026

Institute/Faculty:
Department of
Management

Faculty:
Aarhus BSS

Academic contact person:
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Vacant positions:
2

Hours per week:
37

Expected date of accession:
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](#).

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 three publications may be submitted. 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](#)

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

The evaluation process

After the application deadline, an assessment committee is appointed. Please note that the assessment of applicants is based solely on the material received prior to the application deadline. For further information, see [Guidelines for Assessment Committee, Aarhus BSS](#).

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 37,000 students (FTEs) and 8.700 employees and has an annual revenue of EUR 1.106 billion. Learn more at www.international.au.dk/