



**University of
Zurich** UZH

**Department of
Business Administration**

Chair of HRM and Leadership
Prof. Dr. Jochen Menges

Plattenstrasse 14
8032 Zurich, Switzerland
www.leadership.uzh.ch

The Department of Business Administration at the University of Zurich is inviting applications for positions for a newly forming research center dedicated to studying the future of work and the future of leadership, broadly defined as research areas that concern how new technological and ideological developments will shape the way people work. The center is led by the Chair of Human Resource Management and Leadership, Prof. Dr. Jochen Menges. We are currently looking to fill

Open-rank positions for candidates with a PhD: Post-doctoral researcher or Assistant professor

Your primary tasks are...

- to conduct research and publish in top-tier journals in areas of organizational behavior and/or human resource management, with a special focus on the future of work and/or the future of leadership
- to develop and deliver organizational behavior, human resource management and/or general management courses on the future of work and/or the future of leadership, for undergraduate, graduate and/or executive participants
- to regularly liaise with business leaders to ensure the relevance of the center's work and to communicate your research findings to a broader audience
- as part of a newly forming team, to help set up the center as a leading platform for rigorous research, forward-looking teaching, effective outreach, and organizational and societal impact

Your qualifications include...

- a completed or nearly completed PhD degree or its equivalent in Business or Psychology or neighboring fields, with a special emphasis on organizational behavior or social/organizational/industrial psychology (prior research on topics related to the future of work is not necessary)
- a proven publication track record in top-tier management or psychology journals, or publication potential as evident in working papers or submitted papers that are invited for revision
- excellent oral and written English, as evidenced in a PhD dissertation written in English
- a very good understanding of quantitative methods, including study design and statistical analyses, and a very good command of relevant software packages, such as R, Mplus, Stata, and/or SPSS; alternatively, a very good understanding of qualitative methods
- good presentation skills, as evident in conference presentations; teaching experience (ideally with formal student evaluations) is a plus
- a devotion to writing; experience with popular writing (for outlets such as blogs, magazines, or newspapers) is a plus
- a readiness to engage with leaders and organizations
- the ability to work in and guide a team; curiosity and discipline, self-reliance and initiative-taking, as well as integrity and creativity



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You have the opportunity...

- to be appointed as a post-doc (with a reduced teaching load) or assistant professor (with regular teaching load), depending on qualifications and position availability, for up to six to nine years to develop your academic career, with the option of securing a tenured position at the University of Zurich
- to work with leading scholars through collaborative research projects on some of the most pressing issues of our times: the future of work and the future of leadership
- to be part of and guide a dynamic team that is dedicated to top-tier research, inspirational teaching and impactful outreach while fostering a positive working atmosphere
- to work in a well-equipped, state-of-the-art research infrastructure, including computer laboratories for experimental research and laboratories for physiological research featuring some of the latest technology (e.g., fMRI machines)
- to have access to some of the world's most renowned businesses for data collections and field research, through the center's network both locally in Zurich and globally
- to be supported by your own doctoral students, if you wish, as well as by research assistants
- to be supported in your research and teaching by the center's professional staff members that take on administrative duties, manage our teaching programs, proactively support you in your public relations efforts, and run business development activities for your research projects
- to live in a city where the quality of life is among the best in the world
- to receive an internationally competitive salary, in line with the university's compensation scheme
- to relatively flexibly choose your start date, with the latest start date being September 1, 2020

About us:

The University of Zurich is one of the leading research universities in Europe and enjoys an excellent international reputation. With scholars and students from all over the world, the Faculty of Business, Economics and Information Technology engages with the important economic and social questions of our times and addresses them through cutting-edge research.

The Chair of Human Resource Management and Leadership is part of the Department of Business Administration within the Faculty of Business, Economics and Information Technology. In our research, we focus on the social dynamics between leaders and followers and on the role of emotions and motivation in organizational life. We employ primarily quantitative methods and conduct carefully controlled experiments as well as field and archival studies in organizations; we also use big data and related approaches in people analytics as well as qualitative approaches. We publish our findings in widely read top-tier academic journals, such as the *Academy of Management Journal*, *Organization Science*, the *Journal of Applied Psychology*, and the *Journal of Personality and Social Psychology*. We also share our findings beyond academia in practitioner-oriented journals such as *Harvard Business Review*. Our research is frequently covered in the media around the world, for example, by the *BBC*, *CNN*, *The Economist*, *The Financial Times*, *Le Monde*, *NPR*, *The New York Times*, *The Wall Street Journal*, and *Die Zeit*.



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Through our research and the communication of our findings in traditional and social media, we seek to inspire public debate on issues that are – or should be – at the top of the agenda for leaders and organizations. As part of these efforts, we are now forming a research center dedicated to studying the future of work and the future of leadership, with the support of some of the world's most renowned businesses that provide both funding and access to data. One challenge for the future, as we see it, is for the leadership, culture and structure of organizations to deal more effectively with the rich set of emotions that the accelerating change of our time inevitably evokes. You would be part of this new center, helping us to find ways of how we can bring our academic skillset to bear on the questions of how the future of work will look like and how we best prepare for it.

Our research informs our teaching. We give our students at the Bachelor, Master and Doctoral Level a broad overview of people issues within organizations, through our courses, and we wish to expand and update our course offerings to guide our students in the endeavor to navigate the future of work. We also help leaders and those who aspire to be leaders, to become more effective and better prepared for the future, for example, through our Executive Programs.

The Chair of Human Resource Management and Leadership and our newly forming research center dedicated to studying the future of work and the future of leadership thus provide a highly research-oriented environment in which people work together to answer big questions, inspired by challenges that leaders and corporations face currently and will face in the future. We give aspiring researchers an opportunity to grow their academic careers in a collaborative setting with a global outlook, and we foster a startup spirit that allows all members of the center to shape and contribute to the center's goal of understanding and shaping what the future of work will look like and how leadership will change in the years ahead.

About Zurich:

Located in the heart of Europe, Zurich is an important economic, cultural, and social center. The image of the largest city in Switzerland is dominated by its beautiful location on Lake Zurich and the Limmat River, its stunning views of the Alps on the horizon, numerous local recreation areas, and urban diversity. Around 430,000 people from more than 175 different countries live in Zurich. Zurich offers something for everyone: culinary flights of fancy, limitless shopping, numerous cultural and sporting events, Switzerland's trendiest nightlife, over 50 museums and 100 galleries, to mention only a few – plus the amazing outdoors of Switzerland with world-class skiing slopes, hiking trails, and watersports opportunities are just steps away and often accessible with public transport.

To learn more:

If you wish to learn more about the research center and this position, members of our research team would be glad to meet for informal discussions at the upcoming **Academy of Management Meeting 2019 in Boston**. To arrange a meeting, please contact our office manager, Lissette Cabrera: lissette.cabrera@business.uzh.ch. Please send her your CV and inform her of your



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availability during the conference. Please also indicate, in order of preference, who of our team you would like to meet (Prof. Dr. Menges – chaired professor; Dr. Lauren Howe – post doc; Dr. Nicolas Bastardoz – senior research associate; or Leonie Hentrup – PhD student). We also invite you to visit our website at www.leadership.uzh.ch, where further information about the center will soon be published.

How to apply:

Please submit your application in English via e-mail to our office manager, Lissette Cabrera: lissette.cabrera@business.uzh.ch. Your application should consist of the following PDF documents:

First, please put the following documents in this order into a single PDF document:

1. A 2-page cover letter that describes your motivation and research interests and includes your contact information and desired start date.
2. A current academic CV; if applicable, please list publications (academic and/or other), conference presentations, teaching experience, professional/consulting experience, and experience with grants and third-party funding
3. An overview of your working papers and ongoing projects (for each paper/project, please include the title and abstract, the names and affiliations of your co-authors, the target journal, and the current status of your work, that is whether it is at the idea stage, the data collection stage, the analysis stage, the write-up stage, or submitted to or invited for an r+r by a journal)
4. Copies of your final transcripts for all university degrees and, optionally, your high school
5. Optionally, any transcripts for tests scores (e.g., TOEFL, SAT, ACT, GRE, GMAT)
6. Names and contact information including e-mail and phone number for three academic referees; these individuals may be contacted at a later stage in the selection process.

Second, if you have completed your PhD dissertation, please submit a copy of it as a separate PDF document.

Third, please submit two publications, manuscripts in the publication process, or working papers.

Submission is on a rolling basis – we accept applications until all positions are filled. We encourage you to submit your application *as soon as possible*.

Next steps:

Once we have received your application, we will confirm the receipt. Then, a two-step selection process is planned, first with Skype interviews and then with fly-outs to Zurich.

Questions?

If you have questions, please do not hesitate to contact Lissette Cabrera: lissette.cabrera@business.uzh.ch. She handles all queries relating to the position.

We look forward to receiving your application!