

# Tenure track position in organizational change

## University of Sherbrooke, Québec, Canada

### Full-time tenure track position

The University of Sherbrooke's business school is seeking applications to fill a full-time tenure-track position in organizational change, starting in August 2021. The department of management and human resources is interested in candidates with a keen interest in organizational change, organizational behavior, and organizational development. The candidate who will occupy this position will teach in management and organizational change at the undergraduate and graduate levels while conducting high-quality and impactful research.

### University of Sherbrooke

An internationally renowned institution, the University of Sherbrooke is the heart of Québec's three major teaching and research centers. Recognized for its educational innovations, its practice-based programs, its work-study program and its innovative approaches to sustainable development, the University of Sherbrooke is also a leading partner of senior and regional governments to foster social, cultural and economic development. The University of Sherbrooke is recognized as a leading academic institution in sustainable development in North America. The institution employs approximately 7,000 people and hosts 42,500 students as well as 11,000 Third-age learners. It has more than 2,500 international students from 95 countries. With 393 programs of study, it offers training in all cycles and all major sectors of human activity. The University of Sherbrooke is located in Sherbrooke, a beautiful city renowned for its mountains, breathtaking nature, and countless outdoor activities.

### The Business School

The Business School is recognized for the quality and relevance of its training programs and research activities. It offers 65 programs at all three study cycles and has ten chairs and research groups. Its research activities cover international development, public economics and taxation, entrepreneurship and innovation, brand management and responsible consumption, responsible financial management, sustainable development and corporate social responsibility, competitive and business intelligence, work organization, and occupational health and safety.

### Duties

- Teach undergraduate and graduate courses in organizational change, organizational development, and other related areas according to departmental needs.
- Conduct research projects in organizational change.
- Supervise graduate students.
- Actively participate in university life.
- Contribute to community service.

### Position requirements

- Hold a Ph.D. or DBA in Management, Organizational Change, Human Resources Management, or any other relevant area related.

- Have a keen interest and good aptitude for teaching in different programs and to diverse audiences while demonstrating an excellent ability to supervise graduate students.
- Demonstrate expertise in organizational change in both theory and practice.
- Have a publication record in peer-reviewed journals (published or submitted articles) attesting to expertise in organizational change.
- Ability to teach and communicate in French – full professional proficiency is required.

### **Diversity, equality, equity, and inclusion**

The University of Sherbrooke values diversity, equality, equity, and employment inclusion in its community and invites all qualified individuals to apply, particularly women, visible minorities, and ethnic minorities. Aboriginal Peoples and Persons with Disabilities concerning the Equal Access to Employment (EEAP) Program. Selection tools can be adapted to the needs of people with disabilities who request it, in complete confidentiality. The University of Sherbrooke also encourages people of all orientations and sexual identities to apply. To conform with Canadian laws, priority must be given to Canadians and permanent residents. Applicants must, therefore, specify their status in submission. Moreover, working conditions, benefits, and compensation are ruled by the collective agreements in force.

### **Application process**

The deadline to apply is June 18, 2021, at 5 pm EST. The review of applications will begin Monday 21, 2021, and will continue until the position is filled. Interested candidates have to submit their application through the University's website: <https://www.usherbrooke.ca/emplois/offre/no/04737#>. As indicated on the webpage, applications must send their CV, a motivation letter, and a research presentation letter. Teaching evaluations and samples of recent publications are not mandatory but are recommended. Candidates must ensure that two reference letters are directly submitted to the Dean by those who refer you.