

Assistant Professor of Organisation Design

Employment

0.8 - 1.0 FTE

Gross monthly salary

€ 3,974 - € 5,439

Required background

PhD

Organizational unit

Nijmegen School of Management

Application deadline

13 January 2023

The Department of Business Administration at the Nijmegen School of Management is looking for an Assistant Professor of Organisation Design. Our Responsible Organisation research programme addresses the multiple values underlying responsibility, the conditions required to realise those values, and interventions geared to the transition of organising for responsibility.

As an assistant professor, you will be one of the driving forces behind the ambition of the Chair of Organisation Design and Development to further develop research and study programmes in Business Administration. We are looking for a scholar with a proven track record in studying organisation design, possibly from a sociotechnical systems design perspective. Combining research and teaching skills, you should be able to inspire students conducting cutting-edge research on organisation design. You will teach in the Bachelor's programmes in Business Administration and the Master's specialisation in Organisational Design and Development, conduct research in line with the Responsible Organisation programme, publish in international high-quality journals, attract external funding for research projects, acquire and supervise PhD projects, build international networks with businesses and academics, and contribute to central and departmental administration and management tasks.

Profile

- You hold a PhD degree in business administration, management and organisation, or the social sciences.
- You have an excellent reputation in the field of organisation design, evidenced by a strong publication record in internationally recognised, high-quality social sciences and management journals. An active working knowledge of sociotechnical systems design is considered an advantage for this position.
- You have the ambition and proven ability to attract research funding.
- You have ample teaching experience, effective teaching skills, the capacity to develop and implement innovative teaching methods, and proven ability to supervise the development and implementation of academic study programmes. A Dutch university teaching qualification (BKO or UKO) or equivalent would be an advantage.
- You have an ambition to inspire and supervise young scholars (PhD candidates).
- You have a proven ability to cooperate with and inspire a team of professionals.
- You have strong connections to organisational and business practice.
- You are keen to build on your already substantial international experience and network.
- You have excellent English language skills and are willing to learn Dutch (if applicable).

We are

The [Nijmegen School of Management](#) enables students, institutions and companies, societal actors and governments to play their part in a transformation towards sustainable societies. In doing so, the faculty is committed to Radboud University's mission of contributing to a healthy, free world with equal opportunities for all.

In the context of our 'Responsible governance for sustainable societies' mission, we address scientific and societal challenges from a good

governance perspective. Our work focuses on the topics Beyond Economy, Climate, Inclusivity, Safety, and Democracy. By building, questioning and extending the United Nations Sustainable Development Goals (UN SDGs), we acknowledge their interrelatedness and focus on a number of grand challenges within society. We contribute to innovation and sustainable growth on topics such as inequality, gender, decent work and poverty. Furthermore, we address environmental and climate challenges, seeking to contribute towards resolving them.

At the Nijmegen School of Management, academic research and teaching are carried out in challenging educational programmes. These programmes are offered in the areas of Business Administration; Economics and Business Economics; Geography, Planning and Environment; Political Science; and Public Administration. Academic research takes place within the Institute for Management Research (IMR). Research is carried out within the above-mentioned domains and in interdisciplinary research groups: the Hotspots. The Nijmegen School of Management currently has 400 staff and around 5,000 students.

The [Department of Business Administration](#) is responsible for the BSc programmes in Business Administration (including a full track offered in English, and a track in International Business Administration) as well as eight specialisations within the MSc programme in Business Administration (all in English).

This position will be embedded in the [Chair Group of Organisational Design and Development](#). The Chair Group of Organisational Design and Development consists of 15 staff members, including two full professors, and ten PhD candidates. The focus of these two professors is on (1) Organisational Change and (2) Organisational Design and New Organisational Forms. This new position is especially meant to strengthen the emphasis on Organisation Design in the chair group. Research in the chair group is mainly conducted in (though not restricted to) healthcare organisations, municipalities and industry. One recent area of attention of this group is the gap between organisation, team and job design. In line with the Responsible Organisation research programme, the group seeks to understand how organisational design

can contribute to better jobs, better organisational performance and better outcomes for patients, clients, etc.

Radboud University

We want to get the best out of science, others and ourselves. Why? Because this is what the world around us desperately needs. Leading research and education make an indispensable contribution to a healthy, free world with equal opportunities for all. This is what unites the more than 24,000 students and 5,600 employees at Radboud University. And this requires even more talent, collaboration and lifelong learning. You have a part to play!

We offer

- It concerns an employment for 0.8 - 1.0 FTE.
- The gross monthly salary amounts to a minimum of €3,974 and a maximum of €5,439 based on a 38-hour working week, depending on previous education and number of years of relevant work experience ([salary scale 11](#)).
- You will receive 8% holiday allowance and 8.3% end-of-year bonus.
- It concerns a temporary employment for 18 months. Upon a positive evaluation, the contract might be turned into a permanent one.
- You will be able to use our [Dual Career and Family Care Services](#). Our Dual Career and Family Care Officer can assist you with family-related support, help your partner or spouse prepare for the local labour market, provide customized support in their search for employment and help your family settle in Nijmegen.
- Working for us means getting extra days off. In case of full-time employment, you can choose [between 30 or 41](#) days of annual leave instead of the legally allotted 20.

Additional employment conditions

Work and science require good employment practices. This is reflected in Radboud University's primary and secondary [employment conditions](#). You can make arrangements for the best possible work-life balance with flexible working hours, various leave arrangements and working from home. You are also able to compose part of your employment conditions yourself, for example, exchange income for extra leave days and receive a reimbursement for your sports subscription. And of course, we offer a good pension plan. You are given plenty of room and responsibility to develop your talents and realise your ambitions. Therefore, we provide various training and development schemes.

Would you like more information?

For questions about the position, please contact Prof. dr. Patrick Vermeulen, Professor in Organization Design at +31 24 36 15 028 / 36 15 462 or patrick.vermeulen@ru.nl.

Practical information and applying

You can apply until 13 January 2023, exclusively using the button below. Kindly address your application to Prof. dr. Patrick Vermeulen. Please fill in the application form and attach the following documents:

- A letter of motivation.
- Your CV.

The first round of interviews will take place on Friday 27 January. The second round of interviews will take place on Tuesday 7 February. You would preferably begin employment between April and June.

We can imagine you're curious about our [application procedure](#). It offers a rough outline of what you can expect during the application process, how we handle your personal data and how we deal with internal and external candidates.