



**University of  
Zurich**<sup>UZH</sup>

**Department of  
Business Administration**

Chair of HRM and Leadership  
Prof. Dr. Jochen Menges

Plattenstrasse 14  
8032 Zurich, Switzerland

The Chair of Human Resource Management and Leadership at the University of Zurich will be led by Prof. Dr. Jochen Menges from August 2018 onward, and he is currently recruiting a new team. As part of these efforts, we are currently looking for

### **A Senior Research Associate (with PhD)**

As a senior research associate, you will develop, manage, write-up and publish research in areas related to leadership, organizational behavior, and/or human resource management. You take an active interest in and collaborate on projects in one or more of the Chair's four core research areas (leadership, emotion, motivation, and people analytics). You will craft, manage, and drive applications for third-party funding in support of the Chair's research activities. You will contribute to our teaching and take responsibility for courses, and you engage in student supervision and offer guidance for doctoral students in their projects. You take on some of the administrative and academic duties of the chair, and as part of a newly formed team, you take initiative to establish the Chair as a leading platform for research, teaching, outreach, and 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 organizational/ industrial psychology
- 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
- 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 advance your academic career at an internationally renowned research university and to partake in extensive career development with the aim of obtaining an associate or full professorship
- to work with leading scholars through collaborative research projects
- 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
- to live in a city where the quality of life is among the best in the world
- to hold a senior research associate position (50 - 100%) that gives you up to six to nine years to develop your academic career and provides you with a competitive salary, in line with the university's compensation scheme

### **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. We publish our findings in widely read top-tier academic journals, such as the *Academy of Management Journal*, *Organization Science*, and the *Journal of Applied 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 Wall Street Journal*, and *Die Zeit*. 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.

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, for example, on Organizational Behavior, Human Resource Management, and Leadership. We also help leaders and those who aspire to be leaders, to become more effective, for example, through our Executive Programs. In our research, teaching and consulting, we have worked with companies from around the world, among them Ambrosetti, British Telecom, Google, Jaguar Land Rover, L'Oreal, Microsoft, Nordea, Save the Children, Trivago, The World Bank, and startup incubators such as Plug & Play in Silicon Valley and The Venture Cafe Foundation in Boston.



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The Chair of Human Resource Management and Leadership thus provides a highly research-oriented environment in which people meet and work together to answer big questions, inspired by challenges that leaders and corporations currently and in the future face. 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 Chair to shape and contribute to the Chair's goal of developing a leading platform for rigorous research, inspirational teaching, effective outreach, and organizational and societal impact.

### **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 390,000 people from more than 160 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.

### **How to apply:**

#### Step 1:

Please submit your application in English via e-mail to [jochen.menges@uzh.ch](mailto:jochen.menges@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 data, availability for interviews, and potential start date (as per the description of Steps 2, 3, and 4 below)
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 data including e-mail and phone number for three academic referees



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Second, please submit a copy of your PhD dissertation 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*.

Step 2:

If we see a good fit between your profile and our offer, we would invite you for a skype interview. For that reason, please provide your skype name in your cover letter.

Step 3:

To get to know each other, we invite successful candidates to Zurich for further interviews between May, 28 – 30, 2018, or at a later date. Please mark these dates in your calendar and let us know in your cover letter in case you are not available on any of those dates.

Step 4:

Once we agree to work together, you could start relatively quickly, thus please let us know in your cover letter by when you would be free to join us and when your desired start date is.

**Any questions?**

If you have questions, please do not hesitate to contact Prof. Dr. Jochen Menges at [jochen.menges@uzh.ch](mailto:jochen.menges@uzh.ch).

**We look forward to receiving your application!**