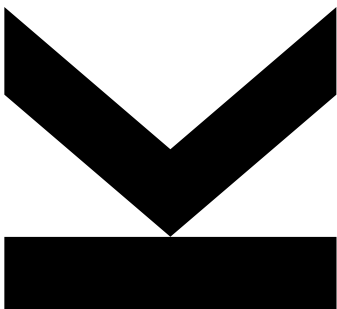


**PROFESSOR FOR  
ORGANIZATION STUDIES**



**INFORMATION FOR APPLICANTS**

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## **1. The Johannes Kepler University Linz (Austria)**

Firmly anchored in the region, the Johannes Kepler University Linz (JKU) also considers itself a university with a strong international outlook, pursuing an unwavering commitment to quality in research and education. The JKU aims to consistently move forward and advance to become one of Europe's top universities.

JKU researchers (approximately 170 professors and 2,700 academic employees) continuously pursue new knowledge and insight, deepening our insight in terms of what we know and understand today. The university also places great value on knowledge transfer, further deepening dialogue with members of society, the business community, and cultural establishments. As Upper Austria's largest research and educational institution, the JKU not only focuses on both education and research, but also on the regional and global challenges of our time, particularly those as outlined in the JKU's third mission (science with and for society).

Today, as an effectively positioned university, the JKU hones core skills and expertise in technology (engineering, computer sciences, natural sciences), social sciences, economics & business, education, law, and medicine. The JKU is predestined to engage in the academic and scientific challenges of our time, particularly in regard to digitalization and sustainability as well as values in support of diversity and inclusion. We not only foster a visionary approach, the JKU emphasizes and practices interdisciplinary and transdisciplinary research and academics.

The JKU is strongly committed to supporting social responsibility that extends beyond research and education. The university established the LIT Open Innovation Center on campus, a facility at the crossroads of academia, science, research, and real-world practices designed to support and bring about a circular economy and sustainable polymers. Recent campus enhancements complement the quality of university facilities, providing a contemporary infrastructure that not only inspires creativity, but also serves as a dynamic work, recreational, and living space for university employees, students and local residents alike.

We also offer a comprehensive onboarding process for new employees. Whether you are coming to the JKU from elsewhere in Austria or from abroad, our staff at the Office of Dual Career Services and at the JKU Welcome Center can assist to find housing, provide information about local schools and, of course, help your spouse or partner find suitable employment so everyone feels more quickly at home in Linz.

The JKU aims to pursue its objectives and embrace the coming challenges by attracting students and faculty who also aspire to play a key role in contributing toward a future that not only supports technological advancement and progress, but a future that also serves the people and conserves the environment.

## **2. The Faculty of Social Sciences, Economics & Business**

The Faculty of Social Sciences, Economics and Business comprises 36 institutes, making it the JKU's largest faculty JKU and the incubator from which the JKU emerged. The Faculty not only focuses on application-oriented research and education, but also offers several innovative joint degree programs and joint graduate degree programs, preparing students to actively drive areas in business and society forward as well as reflect on the social impact of their actions. The JKU is pleased to introduce the new Business School and the Rothschild School of Economics and Statistics, positioning the JKU as a contemporary contender in economic and business research. Interdisciplinary collaboration efforts and the use of modern technologies, such as data and evidence-based economics and AI, are allowing researchers to make important contributions in an effort to solve complex social and economic problems in a digitalized and globalized world.

## **3. The Subject Area of “Business Administration and Business Informatics”**

The following institutes represent the subject area of “Business Administration and Business Informatics” at the Faculty:

- Institute of Business Analytics and Technology Transformation
- Institute of Business Informatics - Communications Engineering
- Institute of Business Informatics - Data & Knowledge Engineering
- Institute of Business Informatics - Information Engineering
- Institute of Business Informatics - Software Engineering
- Institute of Controlling and Consulting
- Institute for Entrepreneurship
- Institute of Finance
- Institute of Digital Business
- Institute of Financial Accounting and Auditing
- Institute of Leadership and Change Management
- Institute of Innovation Management
- Institute of International Management
- Institute of Management Accounting
- Institute of Organization Science
- Institute of Production and Logistics Management
- Institute of Public and Non-Profit Management
- Institute of Retailing, Sales and Marketing
- Institute of Strategic Management
- Institute of Tax Management

The subject area is mainly involved in education and teaching as part of academic degree programs in business, economics, and business informatics as well as in the doctorate degree program in social and economic sciences. In addition, the faculty holds courses that are a part of other academic degree programs and supports other faculties, as well as organizes courses that are part of the university's Executive Education programs.

By establishing the JKU Business School (<http://www.jku.at/bus>), the faculty has pooled its activities, expertise, and skills. A vision statement by the internationally oriented business school expresses motivation and intent:

- We are a regionally embedded academic hub with an international orientation.
- We stimulate a tight discourse and connection with the world of practice.
- We enhance connections across disciplines in management-relevant research and teaching.
- We foster socially responsible and entrepreneurial thinking and practice in individuals and organizations.

The JKU Business School is structured into three sub-areas: Finance & Accounting, Management & Marketing, and Supply Chain & Information Management. The professorship position for "Organization Studies" is allocated to the subarea "Management & Marketing". This subarea is comprised of the following institutes:

- Institute for Entrepreneurship
- Institute of Leadership and Change Management
- Institute of Innovation Management
- Institute of International Management
- Institute of Organization Science
- Institute of Retailing, Sales and Marketing
- Institute of Strategic Management

#### **4. General Requirements for the Professorship in “Organization Studies”**

JKU has accepted the challenge to become a driving force behind research related to Sustainability and Digital Transformation. The professorship position for “Organization Studies” is crucial and pivotal in an effort to support the advancement of the university’s strategic trajectory. This is in line with recent trends in organization studies to understand and shape “grand challenges” and/or new organizational forms. Indeed, various streams in organization studies are well suited for this endeavor, such as institutional theory, social movement scholarship, research on new organizational forms (e.g., platforms and ecosystems), socio-technical perspectives, practice-theoretical research, innovation and creativity research, or relational theories (e.g., stakeholder theory, social exchange theory, social identity theory). Accordingly, the professorship position for “Organization Studies” is not only consistent with the JKU’s

strategic goals, but also vital in an effort to put the JKU on the international map of excellence regarding research, teaching, and knowledge transfer.

The successful candidate will be a part of the Institute of Organization Science, which focuses its efforts on three subject areas: organizing for creativity and innovation, organizing for digital transformation, and organizing for sustainability. The successful candidate is expected to contribute to, and strengthen, research at the organizational meso-level (in contrast to the socio-economic macro level, or the social-psychological micro level) in one or more of these three subject areas.

## **4.1. Research**

The successful candidate will be expected to demonstrate a solid, well-rounded academic background in theory, as well as an understanding and expertise in the broader area of organization studies. The successful candidate must also demonstrate an outstanding track record of conducting research projects that have been published in high-impact factor journals. In addition, the successful candidate will be expected to contribute to strengthening and expanding the existing expertise at the Institute of Organization Science, and build strong collaborative relationships with institute members as well as throughout and beyond the university. The successful candidate is expected to conduct organizational meso-level research at the crossroads of innovation, digital transformation and sustainability.

The candidate's application regarding his/her qualifications in research will be considered under the following criteria:

- Habilitation or comparable academic qualifications in the field of business administration or a related discipline or a portfolio of high-quality publications (ABS ranking, VHB ranking and impact factor) in international, peer-reviewed journals equivalent to a habilitation;
- High-quality publications (ABS ranking, VHB journal and impact factor) in international journals, evident goals and aspirations, as well as documented performance potential in terms of future, high-quality publications (i.e., the project and publication pipeline, network of co-authors);
- Fit with the existing expertise at the Institute of Organization Science;
- Expertise in conducting innovative research methods (qualitative, quantitative, mixed-methods, digital trace data, etc.) in the social sciences and/or in advancing organization theory with new (meta-) theoretical concepts
- Experience in acquiring external funding and research grants;
- Experience in collaborating with research partners at universities and/or research institutions;
- Experience in leading scientific associations and/or as part of editorial or review boards.

When assessing the candidates' accomplishments, performance, and future potential, the JKU will take the candidates' individual background and personal history into account by acknowledging that

academic and professional success and accomplishments can happen at different stages in life (and can include periods of reduced employment, or career interruption on account of having to provide care, childcare, etc.). In this regard, qualifications are assessed and evaluated in terms of equal opportunity, taking life-course factors, such as academic age, into account.

## **4.2. Teaching**

In the area of teaching and education, the successful candidate is expected to significantly contribute to the Bachelor (Bachelor BWL), Master (especially Master “Leadership and Innovation in Organizations”; LIO), and social science doctoral program offered at JKU by representing the subject area of Organization Science. This includes the delivery of teaching offerings, the continuous update and improvement of these offerings, and the active participation in the development of new programs. Furthermore, the successful candidate is expected to supervise Bachelor and Master theses as well as doctoral dissertations and conduct final exams. Given the international nature of education at the JKU Business School, a successful candidate should demonstrate the ability to hold both large and small classes in English. A candidate is also expected to express interest in teaching and co-managing the Bachelor Major and Minor ‘Organization, Innovation and Entrepreneurship’ and the LIO-Master (Leadership and Innovation in Organizations).

The candidate’s application regarding his/her qualifications will be considered under the following criteria:

- Experience in the creation of English-language courses for universities and/or educational institutions for undergraduate, graduate, and PhD studies;
- Didactic/pedagogical quality and/or innovativeness (including gender and diversity sensitive teaching);
- Experience in teaching business administration content, methods of empirical social science, and techniques to conduct academic/scientific work;
- Strong student evaluations and/or student feedback in the area of teaching and education;
- Experience in supervising students' academic/scientific papers;
- Experience in managing and (further) developing university-level academic degree programs.

## **4.3. Additional Requirements**

We welcome candidates who are not only excellent in research and teaching, but also contribute to the “third mission” mandate of JKU, i.e., engaging in transfer activities and engaged scholarship. Therefore, we expect the successful candidate to spend a significant amount of time on JKU-campus.

In addition to key professional and academic qualifications, the institute places importance on possessing a strong social skill set and demonstrating consideration toward fellow employees and colleagues. The ability to communicate in German is an advantage, but not compulsory.

In accordance with the university's *Plan for the Advancement of Women*, the committee will review the candidate's experience and involvement in the area of human resource development, the advancement of women, and as part of gender mainstreaming projects.

The candidate's application regarding his/her qualifications will be considered under the following criteria:

- Experience in independently managing administrative responsibilities as part of university management;
- A willingness to assume administrative responsibilities related to independent university management (e.g., co-managing LIO-Master program);
- Experience in leading research groups and/or managing a university department or facility;
- Experience in leadership and in human resource development (e.g., supervising doctoral students), as well as supporting the advancement of women;
- The ability and willingness to communicate and collaborate with management at university departments (such as in the above-mentioned subject area, at the JKU Business School, at the Office of the Dean, with the Rectorate) to boost and sharpen the university's profile as well as its visibility in the area of research accomplishments;
- Track record in transfer activities or engaged scholarship.

#### **4.4. Activities – Significance and Time Span**

A balance between research, teaching and independent administrative tasks is desired; approximately 35 % teaching, 35 % research, and 30 % to address department administrative tasks and responsibilities. The successful candidate is also expected to actively and independently participate in administrative committees at the university.

### **5. Legal Contingencies**

Effective as of January 1, 2004, the structure of Austrian universities has been completely re-organized. They are independently financed on the basis of a three-year service level agreement with the Austrian government, have a global budget at their disposal, and are not subject to any directives by the Austrian Federal Ministry of Science and Research.



## **5.1. Terms of Employment**

All terms of employment, including a university professorship, are subject to the Private Sector Employees Act. A work contract between the university and the appointed professor confirms the professor's appointment. The Salaried Employees Act and the collective agreement for university employees provide the legal framework for all related labor, social, and pension conditions. An evaluation of all teaching and research activities will be conducted after a 5-year period to assess the fulfillment of all target agreements.

## **5.2. Pension Regulations**

### **5.2.1. Pension**

A pension account at the Pension Insurance Company for Employees (PVA) provides the basis to calculate the amount of pension. All pension account holders are registered for annual partial credits during insurance periods in the amount of 1.78 % of the annual contribution basis and these are capped at the maximum assessment basis. The sum of the partial credits is the total credits that are re-valued annually. The total credit divided by 14 equals the amount of gross monthly pension. More information about the pension you receive directly from the state, please contact the PVA.

### **5.2.2. Company Pension Fund for University Professors**

In compliance with the Universities Act 2002, a special pension scheme is provided for university professors and has been agreed upon in a Collective Agreement. The contribution payment made by the university is 10 % for the set minimum salary as stated in the collective agreement. Voluntary salary payments agreed upon aside from the collective agreement minimum salary are not a part of the base calculation of the contribution payments.

## **6. Salary**

The amount of the minimum salary for Group A 1 (Professorship) has been determined in the collective agreement for university employees and is a gross annual salary of 89,075.00 Euros per year (last update: 2024). Payment is allocated in 14 equal amounts, whereby two parts are special allocated payments.

The position as Professor for "Organization Studies" provides a provision (on a voluntary basis) to agree on a salary over the minimum salary set by the collective agreement

After a positive evaluation every six years – 4 times in total – there will be an advance to the next pay grade in accordance with the salary bracket in collective agreement for job category A 1.

## 7. Application Procedure

Prospective applicants for the professorship position “Organization Studies” are requested to send the following application and requested documentation in electronic form to: [application@jku.at](mailto:application@jku.at).

### 7.1. General Information

- Applicant form;
- Letter of Intent (1 page);
- Tabular Curriculum Vitae;
- Academic diplomas (Doctorate, Post-Doctorate [Habilitation] if applicable).

### 7.2. Research

- Proof of holding a habilitation/post-doctorate, or comparable academic qualifications, in the field of Business Administration;
- A complete list of scholarly/academic publications (including, if available, ABS ranking, VHB Jourqual 3 ranking, and/or Impact Factor) separated into the following categories: (1) monographs, (2) peer-reviewed journal articles, (3) other publications;
- A list of external funding and research grants, including the following information: Your role in the project (such as an applicant, a leading role, etc.), funding source, duration, amount of funding. Note: The formal authorization to sign for a project as head of the institute is not the deciding factor, but rather the content-related activities as part of the application process as well as during the project or study! This list may also include failed applications, if they have been positively evaluated. In this case the evaluation results must be included;
- A list of membership positions within scientific associations and/or as part of editorial boards, as well as reviewer activities for corresponding scientific journals and renowned publishers;
- A list of innovative research methods and methodologies, and/or innovative (meta-)theoretical concepts already applied in one's own research;
- A concept/program of research to be conducted over a three-year period (1 page).

### 7.3. Teaching

- A list of all courses held and (further) developed at universities in Austria and/or abroad, and/or at other tertiary educational institutions (indicating the name of the institution, course titles, type of course, level of education, language) over the past five years;
- Documentation of personal experience and accomplishments in establishing, (further) developing, and managing academic degree programs over the past five years;

- Current course evaluation results in the area of teaching and university-level education;
- One exemplary syllabus from your own courses, closely related to the advertised professorship position, which you consider to be of particularly high quality or innovative;
- The number of successfully (co)supervised Diploma/Master's degree theses and dissertations per academic year;
- Information about your teaching philosophy – applied educational formats and a basic understanding of education (1 page).

#### **7.4. Miscellaneous**

- A list of activities demonstrating experience in managing administrative responsibilities (as part of university management) over the past five years;
- Overview of transfer or engaged scholarship activities.

#### **8. Information**

If you have any questions about the position, please contact Univ.-Prof. Dr. Waldemar Kremser (+43 (732) 2468 7960, [waldemar.kremser@jku.at](mailto:waldemar.kremser@jku.at)).