Full-time academic vacancy in the field of Transitional Labour Markets and Labour Relations

Start date: 1 September 2021

Description of the course load:
A full-time, indivisible position in the field of “Transitional Labour Markets and Labour Relations” within the HEC Liège - Ecole de Gestion. This post includes teaching, research and services to the Community.

Teaching activities:
The teaching load will include six courses, taught in French or English, in the Bachelor’s and Master’s programmes:
- Digitalisation and Labour Market;
- Social dialogue and collective bargaining practices;
- Strategic issues in skills management and training;
- New forms of employment and new forms of organisation;
- Globalisation, labour markets and industrial relations;

In addition, the post-holder will be required to supervise theses and placements on the above-mentioned subjects and, more specifically, on issues related to human resource management.

Research Activities:
The evolution of the labour market and forms of employment linked to the digitisation of the economy (artificial intelligence, automation, platform work, international subcontracting, self-employment, project-based or contract work, professional self-employment, etc.) as well as the evolution of social dialogue and industrial relations offer a wide range of research perspectives. As such, it is expected that the post-holder will develop high-level scientific research projects and regional, federal and international research partnerships on these issues, following on from and complementing the research projects already carried out at the LENTIC Research Centre (Research Centre on New Working Methods, Innovation Dynamics and Change Processes). They will have to raise funds to support the development of these research activities (funds that should notably allow the hiring of researchers and/or doctoral students to be supervised by the post-holder.) They will also be expected to publish the results of their work in high level scientific journals, in French and English, as well as to contribute to the international reputation of HEC Liège - Ecole de Gestion.

Services to the Community:
It is expected that the post-holder will develop initiatives on the above-mentioned themes in terms of services to the external community. One of the priorities that will be entrusted to them will be the reinforcement of the training offer of the Executive Education of HEC Liège - Ecole de Gestion on social dialogue and collective bargaining practices as well as on the challenges of the digitisation of the economy for the labour market. They should also be involved in the academic life of the Management UER and HEC Liège - Ecole de Gestion in general.

Qualifications required / profile:
- Hold a PhD in Management Sciences, Social Sciences or a related field (at the latest at the time of appointment);
- Be fluent in French and English (you will be expected to teach in French and English and to develop and participate in regional and international research networks);
- Have published scientific articles and/or presented papers at scientific conferences related to the topics of the position to be filled;
- Master qualitative and/or quantitative research methods;
- Have a strong scientific interest in the evolution of the labour market and forms of employment linked to the digitisation of the economy as well as in the evolution of social dialogue and industrial relations;
- Propose a structured research agenda that is coherent and complementary to the research activities currently carried out in the field of human resource management at HEC Liège - Ecole de Gestion;
- Be interested and ready to carry out both research and especially active research activities (this is one of the specificities developed by the members of the HRM team at HEC Liège - Ecole de Gestion);
- Demonstrate the ability to teach both Bachelor and Master’s courses and to run Executive Education courses;
- Be available for teaching and research assignments abroad.

The successful applicant will have the possibility of tenure, and will start with limited teaching activities, enabling them to devote 40% of their working time to research activities. A positive evaluation at the end of the 4-year trial period is conditional on the candidate’s proven competence in the fields of teaching and research.

In particular, with regard to research, the candidate is expected to:
- publish scientific articles in relevant and top-level economic and management journals, as well as books and book chapters (see HEC Liège Academic Journal Guide & Academic Book Publishers);
- develop new research projects and write grant applications to attract internal and external research funding;
- supervise doctoral research;
- participate in international research networks;
- participate actively in the organisation of research activities in the strategic area corresponding to HEC Liège - Ecole de Gestion, such as research seminars, workshops and scientific conferences;
- take part in research projects and missions on behalf of private organisations and/or public authorities and develop partnerships with them.

In addition, the candidate is expected to:
- provide high quality education;
- develop new and active teaching methods;
- contribute to the dynamics of pedagogical innovations currently being carried out by members of the HRM team (development and use of digital solutions, case studies, learning based on "problem solving", corporate games, etc.);
- supervise theses and placements;
- contribute to the continuous evolution of the School’s teaching programmes;
- participate in the activities of the Executive Education of HEC Liège.

Applications:
Applicants are requested to submit their applications electronically, to the following address:
Postesacademiques@uliege.be with a copy to the Dean of HEC Liège - (dean.hec@uliege.be) no later than 8 February 2021.

Required documents:
✓ A cover letter with a complete curriculum vitae demonstrating relevant expertise in research and teaching;
✓ A list of publications and international and national projects/collaborations;
✓ A letter describing the candidate’s interest in research (maximum five pages);
✓ Two letters of recommendation.

Conditions of recruitment:
The position shall be assigned for a fixed term of four years which may lead to the permanent appointment of the person concerned(). Exceptionally, the post may be awarded from the outset on a permanent basis.
In the case of a four-year appointment, an evaluation of the person concerned will be carried out at the end of the third year.

- If the evaluation is negative, the post-holder will complete the four-year term but will not be able to extend it.
If the assessment is positive, the person concerned shall be appointed on a permanent basis.

Our institutional policy is based on diversity and equal opportunities. We select candidates according to their qualities whatever their age, sexual orientation, origin, beliefs, disability or nationality.

Information:
Any further information can be obtained from Ms Jocelyne Robert, President of the Management UER at HEC Liège - Ecole de Gestion - jocelyne.robert@uliege.be

Salary:
Salary scales and how they are applied are available from the human resources department of the University: Ms Ludivine Depas – tel.: +32 4 366 52 04 – Ludivine.Depas@uliege.be