FULL-TIME ACADEMIC POSITION

HEC LIÈGE

FIELD: APPLIED AND DIGITAL HUMAN RESOURCE MANAGEMENT

START DATE: 01/09/2024

The University of Liège is the biggest French-speaking public university in Belgium. In employs more than 5,700 staff members across four campuses, including 3,600 active teachers and researchers in all fields of the human and social sciences, science and technology, and health sciences. In hosts nearly 27,000 students of 123 different nationalities in one of the most multicultural and dynamic cities in Europe, less than an hour from Brussels and Cologne, two hours from Paris, and three hours from London and Amsterdam.

Actively involved in the social and environmental transition, ULiège supports students to fulfil their roles as responsible citizens (training in sustainable development, Green Office, etc.) and promotes ethical, multidisciplinary and open research. ULiège is committed to the region in which it operates and contributes towards local socio-economic development. It has developed numerous partnerships, notably with the university hospital. Internationally and united, it participates in the European University of Post-Industrial Cities, UNIC initiative and has one of the most extensive collaborative networks in the world.

ULiège offers attractive career prospects in a high-quality working environment, promoting well-being, diversity and equality of opportunity. Since 2011, ULiège has been proud to display the European Human resources strategy for researchers (HRS4R) label, which reflects its commitment to open, transparent and merit-based procedures. In addition, it recognises the quality and diversity of research in line with the recommendations of the Coalition for Advancing Research Assessment (CoARA). ULiège encourages its academic staff to travel internationally and welcomes international researchers through its EURAXESS centre.

JOB DESCRIPTION

A full-time (M/F/X), indivisible position in the field of “Applied and Digital Human Resource Management” attached to the Department of HEC Liège. This position includes teaching, research activities and services to the community.

TEACHING ACTIVITIES

The successful candidate will be responsible for a teaching load at the undergraduate and graduate levels including full-time and part-time programmes. He/she will also be assigned core curriculum courses such as Human Resource Management, ‘Applied’ Human Resource Management, Principles of Management, and other more specialized courses based on his/her profile and experience, for instance, ‘Transactional’ Human Resource Management and Digital Transformation and Metrics in HRM. He/she will supervise Master theses and internships.

RESEARCH ACTIVITIES

The candidate will perform state-of-the-art research activities in the strategic research field “Changing Workplace and Strategic HRM”, and with potential applications in and collaborations with other strategic research fields of HEC Research, and will contribute to the expansion of the outreach of HEC Liège in the national and international scientific communities.
As such, it will be expected from the future holder of the position that he/she develops high level scientific research projects and regional, federal, and international research partnerships in line with and complementary to the research projects already carried out at HEC Liège.

SERVICES TO THE COMMUNITY

The position involves participation in the academic life of the strategic research field “Changing Workplace and Strategic HRM”, the Management Department, HEC Liège, and ULiège. In particular, the candidate will be expected to contribute to the regional and international development of ULiège, both in terms of relations with universities and with private companies or public bodies. The candidate may be invited to contribute to the development and delivery of HEC Liège Executive Education’s training programmes.

QUALIFICATIONS REQUIRED / PROFILE

- Have a PhD or will receive a PhD before the appointment in the following or related fields: Management Sciences, Human Resource Management, Social Sciences;
- Have a significant international experience;
- Have published scientific articles and/or presented papers at scientific conferences on the topics of the position to be filled;
- Master qualitative and/or quantitative research methods;
- Be able to compose and lead a research team in the fields of “Applied and Digital Human Resource Management” as well as integrate international research networks on these topics;
- Can propose a structured research agenda on these topics that is consistent with and complementary to the research activities currently conducted in the “Changing Workplace and Strategic HRM” research field at HEC Liège;
- Have a passion for teaching and have pedagogical experience;
- Demonstrate an ability to teach courses at both the undergraduate and graduate levels as well as to animate Executive Education training sessions;
- Have a professional experience in an HR department (within a private company or public administration) to provide a practical and managerial insight on the topics of the position to be filled is an asset;
- Be available for teaching and research missions abroad.

The official administrative language used at HEC Liège is French and the candidate will need to teach courses in English and/or in French. The candidate should have excellent knowledge of English. If the candidate does not have the required level of French, he/she may be given the opportunity to take French language training courses provided by ULiège to enable the candidate to teach courses in French (if needed), to take part in administrative meetings, and to take up internal service duties within the first 2 years of appointment.

SELECTION PROCEDURE

The selection process includes several steps:
- (1) the recruitment commission will shortlist candidates on basis of their file;
- (2) the commission will meet shortlisted candidates and
- (3) the commission’s conclusion will be proposed to the different boards for decision.
Our institutional policy is based on diversity and equal opportunity. We select candidates based on their qualities and regardless of their age, sexual orientation, origin, beliefs, disability or nationality.

**APPLICATIONS**

Applications should be made using an on-line form available at: [https://my.uliege.be/portail/go_xt.do?a=o%7C11004%7Ce%7C568784](https://my.uliege.be/portail/go_xt.do?a=o%7C11004%7Ce%7C568784) no later than 7 February 2024 (before midnight Belgian time). Late applications may be refused.

**DOCUMENTS REQUIRED**

- Motivation letter and curriculum vitae showing relevant experience/expertise in research, teaching, and community outreach activities.
- List of publications and international and national collaborations/projects.
- Letter describing your research interest (2 pages at most).
- Letter describing your teaching statement (2 pages at most).
- Two recommendation letters.

**CONDITIONS OF EMPLOYMENT**

According to the tenure track system of ULiège, academic positions are allocated for a fixed term of four years.

The performance of the new faculty member will be assessed at the end of the third appointment year. If the outcome of the assessment is positive, the candidate will be appointed as a tenured professor on a permanent basis. If the outcome of the assessment is negative, the candidate’s contract will terminate at the end of the four-year term.

In exceptional cases, an academic position may be allocated immediately on a permanent basis.

A positive evaluation in the case of a fixed term appointment is subject to the candidate’s demonstrated performance in research and teaching and also to his/her implication in community outreach.

**With regard to research, the candidate is expected to**

- publish scientific articles in relevant and top-tier refereed economics and management journals, as well as books and book chapters (see HEC Liège Academic Journal Guide);
- develop new research projects and write grant proposals for attracting internal and external research funding;
- supervise doctoral research;
- be involved in international research networks;
- actively take part in the organization of research activities of the corresponding strategic field at HEC Liège, such as research seminars, workshops, and scientific conferences;
- participate in research projects and missions for the account of, and grow partnerships with, private organizations and/or public authorities.

**With regard to teaching, the candidate is expected to**

- deliver high quality teaching both in large and small groups;
- develop new and active teaching methods;
- make effective and innovative use of digital technologies and tools;
- supervise Master theses and internships;
- contribute to the continuing evolution of the School’s teaching programmes.
With regard to community outreach, the candidate is expected to
- participe in the academic life of HEC Liège and ULiège;
- contribute to the regional and international development of ULiège;
- eventually, contribute to the development and delivery of HEC Liège Executive Education’s training programmes.

INFORMATION

Information about the position may be obtained from Prof. Olivier LISEIN, UER Management, HEC Liège – o.lisein@uliege.be.

RENUMERATION

The salary grids and their rules of application are available from the Human Resources Department of the University: Ms Ludivine DEPAS – tel.: +32 (0)4 366 52 04 – Ludivine.Depas@uliege.be

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