

## **HEC® Liège (University of Liège) invites applications for a full-time academic position in “Applied and Digital Human Resource Management” starting on 1 September 2024.**

HEC Liège is the Management School of the University of Liège (ULiège). The University is an active partner of a network of over 900 universities promoting the exchange of students, researchers, and skills. As one of its faculties, HEC Liège is one of the leading Belgian management schools hosting graduate and postgraduate study programmes. The School counts 110 full-time faculty members and researchers and about 3,500 students, and promotes an empowering pedagogy leading students to play a proactive part in their education.

HEC Liège's commitment to and ongoing investment in quality improvement has been recognized through the international Accreditations **AACSB** and **EQUIS** (delivered by **EFMD**).

HEC Liège offers a **dynamic and entrepreneurial research and teaching environment**. Each professor conducts his or her research programme independently. Numerous sources of funding (internal and external) exist and give (assistant) professors the opportunity to create their own research team and to supervise doctoral students as soon as they join HEC Liège. Each professor is also responsible for the content and methodology of his or her teaching. The time allocation between the various activities is 40% for research, 40% for teaching, and 20% for community outreach. In the early years of the appointment, the time allocated to community service is limited, which gives the professor the opportunity to further develop his or her research and teaching programme.

HEC Liège emphasizes the **human dimension** of its work environment, the regional anchoring of its community service missions, the managerial relevance of its teaching and its applied research projects, let alone its fruitful inter-faculty partnerships.

HEC Liège upholds respect, tolerance, congeniality, diversity, and social responsibility. It is committed to the well-being of its members and to environmental protection.

Last but not least, HEC Liège's modern and expanding campus within a city renowned for its friendliness and hospitality makes it a great place to live and work. A description of the HEC® Liège work environment can be found at <http://hec.uliege.be/en/hec-liege/hec-liege-is-hiring>.

### **Job description**

#### ***Teaching***

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 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***

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.

#### ***Community Outreach***

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.

### **Profile**

- You have a PhD or will receive a PhD before the appointment in the following or related fields: Management Sciences, Human Resource Management, Social Sciences;
- You have a significant international experience;
- You have published scientific articles and/or presented papers at scientific conferences on the topics of the position to be filled;
- You master qualitative and/or quantitative research methods;
- You are 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;
- You 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;
- You have a passion for teaching and have pedagogical experience;
- You demonstrate an ability to teach courses at both the undergraduate and graduate levels as well as to animate Executive Education training sessions;
- 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;
- You are 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 and supervise students in English and 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, to take part in administrative meetings, and to take up internal service duties within the first 2 years of appointment.

### **Appointment procedure**

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

- participate 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.

### **Selection procedure**

The selection process includes three main steps:

- (1) the recruitment commission will shortlist candidates on the basis of application files,
- (2) the commission will meet the shortlisted candidates and
- (3) the commission's conclusion will be proposed to the decision bodies of HEC Liège and ULiège.

Our institutional policy is based on diversity and equal opportunity. We select candidates on the basis of their qualities, regardless of their age, gender, sexual orientation, origin, beliefs, disability, or nationality.

### **Application package**

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

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.**

### **Information**

For further information about the position, please contact **Prof. Olivier Lisein**, Management Department, HEC Liège ([o.lisein@uliege.be](mailto:o.lisein@uliege.be)).

The salary grids and their rules of application are available from the University's Human Resource Office: **Mrs Ludivine Depas** – tel.: +32 4 366 52 04 – [Ludivine.Depas@uliege.be](mailto:Ludivine.Depas@uliege.be)