

**Full Professor of Gender and Diversity in Organizations (pursuant to
§ 99 UG 2002)
(Ref.no. 2019-25)**
WU (Vienna University of Economics and Business)

WU (Vienna University of Economics and Business) combines excellence with responsibility. Its rare triple accreditation by EQUIS, AACSB, and AMBA is a guarantee for the highest quality research and teaching in the fields of business, economics, and business law. WU's research is characterized by a wide diversity of disciplines practiced at WU, allowing researchers to deal with even the most complex of research questions.

International cooperation is very important to WU, and we encourage and support both faculty and student mobility. WU is also very aware of its responsibility to its students, faculty, and staff and is committed to gender equality, equal opportunities, accessibility, family-friendly working conditions, and sustainability.

WU is currently inviting applications for the position of a full professor¹ of Gender and Diversity in Organizations at the Department of Management from October 1, 2020 to January 31, 2025 (temporary replacement position). Candidates are expected to have established an international reputation as a researcher in their field.

Further details on the call for applications, including a detailed qualification profile, can be found online: <https://www.wu.ac.at/en/careers/careers-at-wu/current-job-openings/>.

WU is committed to diversity and inclusion and aims to achieve an equal gender balance in its senior faculty. In its Strategic Plan, its Plan for the Advancement of Women, and the Performance Agreement concluded with the Austrian Federal Ministry of Education, Science and Research, WU has committed itself to increasing the number of women among its full professors. For this reason, WU is inviting only women researchers to apply for this professorship. We are looking forward to receiving numerous applications. Women with disabilities are encouraged to apply and will be supported during each stage of the recruitment process. Candidates' qualifications will be assessed in the context of their academic age.

WU has been awarded University and Family Audit (Audit *hochschuleundfamilie*) certification and assists dual career couples. For further details, please see www.wu.ac.at/en/careers/careers-at-wu/.

¹ employed under salary group A 1 pursuant to the Collective Bargaining Agreement for University Staff [*Kollektivvertrag für die Arbeitnehmer/innen der Universitäten*], minimum gross yearly salary: € 71,882.80; the actual annual gross salary is subject to negotiation

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WU assesses performance in the context of each applicant's biography and relative to the opportunities available to him or her. This approach recognizes that academic achievements cannot be assessed separately from each individual researchers' biographical factors. To ensure equal opportunities, qualifications are evaluated relative to the applicant's academic age. This means that WU takes biographical factors such as part-time employment or career interruptions due to caregiving or childcare obligations or other functions performed at or outside of a university into account.

In your application, you can include personal data related to biographical factors. WU will keep all data that you send us as part of your application confidential. All persons involved in the selection procedure are bound by obligations of secrecy.

The Department of Management carries out research, teaching, executive education, and third mission activities. It aims to deliver excellent international research work and to participate in national and international knowledge exchange between academia and other segments of society. Its activities are based on the premise that in order to appropriately describe, explain, and critically reflect upon economic and social phenomena and to actively shape these phenomena, it is necessary to combine theoretical, methodological, and epistemological approaches rooted in different academic disciplines and paradigmatic frameworks. The work of the department's researchers is primarily based on management and organizational theory, approached from a social science perspective.

A) Qualifications

The successful candidate is expected to have established an international reputation as a researcher in his/her field and to have outstanding qualifications:

- a) A solid academic qualification (e.g. PhD, habilitation) in business or management with a clear focus on Gender and Diversity in Organizations or a related area; b) an outstanding international reputation for high quality scholarship in the area of Gender and Diversity Management, Intercultural Communication and Leadership commensurate with academic age, especially by having demonstrated the ability to publish in top-tier journals of the field; c) excellent teaching qualifications at undergraduate and graduate levels as well as in executive education; d) ability to teach in German and in English; e) proven international experience; f) potential of attracting research funding; g) experiences in corporate relations; h) proven leadership qualities; i) gender and diversity management skills.

B) What we expect from the successful candidate

The successful candidate is expected to perform teaching activities at all levels (bachelor's, master's, PhD/doctorate, and executive education). Full professors are expected to teach eight weekly credit hours.

The successful candidate is expected to establish corporate relations in the field of gender and diversity management and to position the Institute as international knowledge hub for gender and diversity management issues.

We also expect the new professor to take an active role in the university's self-governance and third mission activities.

C) Application process

Applicants should address their applications and all relevant documents (including in any case a letter of motivation, academic CV, reference to the criteria specified in the call for applications) to the rector of WU (Vienna University of Economics and Business), Welthandelsplatz 1, 1020 Vienna and upload those on the link provided:
<https://www.wu.ac.at/en/careers/careers-at-wu/current-job-openings>

Please submit your application via WU's online recruiting tool until January 14, 2020.

For details of the position, please contact Professor Wolfgang Mayrhofer, chair of the Department of Management, by phone: ++43-1-31336-4554, or email: wolfgang.mayrhofer@wu.ac.at.

For details of the application process, please contact the Senior Faculty Recruitment team email: prof.application@wu.ac.at.

Please note: Only applications uploaded via our online recruiting tool will be considered. In their application documents, applicants must respond to all criteria specified in the call for applications, especially to items A) Qualifications and B) Expectations. A reference to these two items is considered a mandatory element of any application to WU Vienna, and any applications that lack this mandatory element cannot be considered.