

**Full Professor of Business and Psychology  
(Ref.no. 2019-23)  
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 distinguished by the 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 professor<sup>1</sup> of Business and Psychology at the Department of Strategy and Innovation. 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 qualified women are strongly encouraged to apply. In case of equal qualification, female candidates will be given preference. People 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/](http://www.wu.ac.at/en/careers/careers-at-wu/).

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<sup>1</sup> 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 researchers' different 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.

Research and teaching at the Department of Strategy and Innovation has a quantitative focus in empirical research on the development and implementation of firm strategies, integrating perspectives of entrepreneurship and innovation, corporate governance, management control and organization design. The newly established Professorship will complement the Department's research and teaching through a psychological focus on managerial questions and issues.

The successful candidate is expected to have a good fit with the department's focus in research and teaching and to have outstanding proficiency in psychology as well as in quantitative empirical research approaches applied to relevant questions in business.

### **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) psychology or in business/economics in combination with a strong academic background in psychology; b) an outstanding international reputation for high quality scholarship in the area of psychology applied to relevant questions in business and management 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) proven international experience; e) a strong record in attracting research funding; f) leadership qualities; g) 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.

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.

Please submit your application online until September 30, 2019.

For details of the position, please contact Professor Gerhard Speckbacher, chair of the Department of Strategy and Innovation, by phone: +43-1-31336-5780, or email: gerhard.speckbacher@wu.ac.at.

**Please note:** 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.