

**Full Professor of Ethics in Management  
(Ref.no. 2020-06)  
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 professor<sup>1</sup> of Ethics in Management at the Department of Management. Candidates are expected to have established an international reputation as a researcher in their field. Depending on the candidate's academic credentials, the employment contract can be concluded either as a permanent employment contract or as a fixed-term employment contract with the option of a permanent extension.<sup>2</sup>

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/).

---

<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: € 73,438.40; the actual annual gross salary is subject to negotiation

<sup>2</sup> The duration of fixed-term contracts is subject to negotiation.

## **Full Professor of Ethics in Management (Ref.no. 2020-06)**

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. Depending on the candidate's academic credentials, the employment contract can be concluded either as a permanent employment contract or as a fixed-term employment contract with the option of a permanent extension.

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. Candidates' qualifications will be assessed in the context of their academic age:

- a) A solid academic qualification (habilitation or its equivalent) in business administration, humanities, social sciences, or a related area;
- b) an outstanding international reputation for high quality scholarship with a clear and stable focus in the area of ethics in management: from either a philosophical perspective, an organization and management theory perspective, or preferably from both perspectives combined in an interdisciplinary approach; commensurate with academic age, especially by having demonstrated the ability to publish in top-tier journals of the field (advantageous also in journals from the WU star-list and the department's A+ and A lists).
- c) excellent teaching qualifications at undergraduate and graduate levels as well as in executive education;
- d) track record of teaching in English or German;
- e) proficiency in German for administration, self-management, and teaching (advantageous for hiring, expected after 2 years);

- f) international experience and a strong record of serving the international scientific community
- g) record in attracting competitive research funding;
- h) 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), both in the classroom and in distance-learning formats. Full professors are expected to teach eight weekly credit hours.

In addition, s/he is expected to establish the new Institute for Ethics in Management, also as a center for knowledge transfer and dialogue between scholars, practitioners, and the public.

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

Overall, the successful candidate complements the department's profile in research, teaching, and third mission. Especially in research, s/he introduces new approaches, yet relates well with existing research areas.

### **C) Application process**

Applicants should address their applications and all relevant documents (including in any case a letter of motivation including a clarification on complementarity to the department, academic CV, reference to the criteria specified in the call for applications, three selected publications that clearly convey the applicant's approach to ethics in management) to the rector of WU (Vienna University of Economics and Business), Welthandelsplatz 1, 1020 Vienna and upload those on the link provided/ button below.

Please submit your application via WU's online recruiting tool until December 9, 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](mailto:wolfgang.mayrhofer@wu.ac.at).

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