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## Professor of Strategy and International Management (0.8 – 1.0 fte)

### **Nijmegen School of Management**

The Nijmegen School of Management (NSM) is an academic centre of research and higher learning, particularly in the area of managerial and institutional issues within complex organizations in both the public and private domain. Seven different focus areas exist within the NSM: Business Administration, Public Administration, Political Science, Economics, Social and Political Sciences of the Environment, Human Geography and Spatial Planning. The NSM strives to maintain a multi-disciplinary approach whenever possible. Altogether, the NSM employs 210 full-time staff, of whom 75% are academics.

Both Bachelor's and Master's degrees are offered in the seven fields of study, which are organized in the NSM's educational institute. The teaching programme consists of small-scale teaching and provides a stimulating learning environment with an emphasis on the development of academic skills. The Nijmegen School of Management has approximately 2,600 students, including those who entered from the professional segment of higher vocational learning ('HBO'). Besides the programme offered during the day, classes are also taught in the evenings to post-graduates who possess a professional Bachelor's degree and who seek to obtain a Master's degree in Business Administration.

The research activities of the NSM fall under the responsibility of the Institute for Management Research (IMR), which has the equivalent of 85 full-time staff members. It focuses on fundamental and applied research into the development, design and effectiveness of the public and private structures that regulate, govern or manage human interaction. The IMR's research has three multi-disciplinary themes: Responsible Organization (ResOrg), Territorial Governance and Changing Meanings of Places (TerraM), and Distributional Conflicts in a Globalizing World (DisCon).

The faculty's scientific staff is organized in chairs. Related chairs are brought together in departments. The faculty has four departments. The professor of Business Administration, in Strategy and International Management will be part of Strategy group within the department of Business Administration.

### **Background and positioning**

The department of Business Administration is responsible for the bachelor program in business administration as well as six master programs: Strategy, Marketing, Strategic Human Resource Management, Organizational Design and Development, Business Analysis and Modeling, and International Management. The department holds five chairs in Business Administration (viz. Organizational Design and Development, Human Resource Management, Marketing, Strategy, and Methods), all consisting of groups of enthusiastic academics dedicated to business administration as an integrated field of study (research and teaching). The Strategy group at the moment encompasses about 7 fte (excluding PhD students). It is responsible for all teaching in the area of strategy issues of business administration, both at the bachelor's and the master's level. Considering the latter, the Strategy group is responsible for the Master's program in Strategy and for the organization of the multidisciplinary master program International Management. The Strategy group participates in the research theme on the Responsible Organization.

#### *Vision*

The Strategy group's ambition is to be internationally acknowledged in the broad field of Strategy and International Business with a special focus on (the development and management of) responsible relationships and networks within organizations, and with the outside world, in order to create multiple values for organisations and society. The intention is to be an attractive teaching and research forum that international top researchers are eager to visit, which is in line with the university's overall ambition. The Strategy group seeks to strengthen and broaden its expertise of knowledge and capabilities on how organisations can, and actually do, create multiple values in a globalizing world. The new

professor of *Business Administration, in Strategy and International Management*, in collegial cooperation with the chair of the group is expected to actively take a lead in the further development and positioning of the Strategy group to achieve its ambitions. He or she should be specialized in international relationships between organizations and their stakeholders and how these affect strategic behavior, leadership and decision making on issues like the strategic change and the international, competitive position, and performance of organizations.

#### *Research*

The department of Business Administration organizes its research activities under the theme *The Responsible Organization*. This holds four subprograms: organizing and implementing multiple value creation; relationships, alliances and institutional arrangements; analysis and management of stakeholder configurations; and building accountability and reliability. Within these the researchers of the Strategy group focus on strategy, relationship, and network management processes in organizations and between organizations and institutions to create multiple values for organizations and society. The researchers conduct a wide range of research projects in these areas, dealing with issues like market and non-market strategies, international strategies, competitive strategies, corporate social responsibility and business ethics, management of alliances and alliance capabilities, relationship between Headquarters and subsidiaries, strategy as practice, strategic decision making processes, and strategy and performance<sup>1</sup>. For many organizations operating in the international environment, the interactions with governments, the public, interest groups, public institutions, and media, have a major impact on their performance; hence these interactions warrant the same high level of attention in a company's strategy as do market forces. To address these interactions effectively and to fulfill stakeholder expectations in a changing international environment, organizations must formulate specific strategies to deal with them. The new professor should further develop the research line in strategic relationships between organizations and their stakeholders in view of the performance (in the broad sense of the word) of modern (international) organizations in an changing international environment.

#### *Teaching*

Teaching in business administration is based on a theory and action-based learning approach; the courses in the bachelor and master programs use experiential learning set ups to let students experience the problems associated with managerial complexities as vividly as possible. The courses reflect the Business Administration profile of "social and ethical based business management", mirroring University's values that encompass dialogues between people of diverse backgrounds. The Master programs in Strategy and in International Management incorporate the latest ideas, theories and research findings in the field to provide a comprehensive, state-of-the-art overview of theory and practice in strategic management, international management, and international business.

In the Strategy program, extensive attention is given to the three phases of strategy processes in organizations: the formulation, planning and implementation of strategies. It offers a thorough knowledge of strategic processes from a disciplinary perspective, and links these with insights from other business areas.

The International Management program aims at developing a critical attitude amongst students to help them to "objectively" analyze the external and internal processes of multinational enterprises (MNEs). In our vision, it is important not only to offer the students the knowledge connected to these internationalizing processes, but also the opportunity to personally experience the problems of cultural, linguistic and geographical distance. The new professor will be head of this program and will initiate to expand co-operation with partners abroad in education. He or she will be expected to teach introductory and advanced courses in strategy and international management.

In both master specializations the students are trained to become an academic professional with a broad, responsible and interdisciplinary perspective on business administration. This professional is able to make use of a scientific methodological framework to analyze developments in the (international) external and internal environment of organizations.

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<sup>1</sup> Members of the research program have published in high-impact journals such as the *Academy of Management Journal*, *Strategic Management Journal*, *Journal of International Business Studies*, *Journal of Management Studies*, *Journal of Law and Economics*, *Organization Studies*, *Journal of International Management*, *Industry and Corporate Change*, *Research Policy*.

The Master programs in Strategy and International Management, which are taught entirely in English, are open to both Dutch and foreign students. A successful completion of the one-year program is awarded with the Master's degree in Business Administration with specialization in Strategy or in International Management.

## **Profile**

The new professor of Business Administration, in particular Strategy and International Management, will, in collegial cooperation with the chair of the group, take the lead in further developing strategic management issues in the field of international business in the bachelor's and master teaching programs, and in the elaboration of these issues in the research program. Focusing primarily on international strategic relationships between organizations and their stakeholders and their effect on the performance (in the broad sense of the word) of modern (international) organizations he or she is expected to be strongly committed to act as a driving force for the further development of the Strategy group in its ambition to become an international center of expertise on responsible relationships and networks within organizations, and with the outside world, in order to create multiple values for organisations and society. The candidate should have a clear vision on, and have broad experience in teaching in the field of strategic and international management and business in both bachelor and master programs as such, and as an integral part of an overall program in business administration, of which his/her field of expertise in one of the constituent parts..

The new professor is also strongly committed to the further development of the research program in the area of Strategy and International Management. The candidate should have successfully developed one or more research lines in the area of strategic relationships between organizations and their stakeholders in an changing international environment. As the department of Business Administration, within the faculty's overall policy, explicitly seeks to expand co-operation with partners abroad in research and education, a strong international network is considered a prerequisite. Furthermore, it is expected that the professor will be a team player and will take a leading part in acquiring external (research) funds. A good track record in this area is considered to be an important asset. .

## **Tasks**

The professor of Strategy and International Management is expected to perform the following tasks:

- to provide high quality courses in Strategic Management, International Management and International Business;
- to take the lead in the teaching programs of the Nijmegen School of Management, in particular bachelor program of Business Administration and the Master programs in Strategy and International Management; he/she will head the latter
- to acquire, develop and supervise PhD projects;
- to develop, supervise and carry out high-quality research activities in the field of strategic relationships between organizations and their stakeholders in an international environment;
- to successfully obtain additional funding from governmental, European as well as private institutions;
- to participate actively in and contribute to the internationalization activities of the Nijmegen School of Management;
- to inspire and coach young professionals, and to stimulate them in the successful development of their academic career.

## **Requirements**

The applicant should meet the following criteria:

- a PhD degree in Business Administration, Economics or the Social Sciences;

- an excellent reputation within the field of Strategic Management, International Management or International Business, as appears from an excellent publication record;
- at least five years of experience in teaching and research in the field of Strategic Management, International Management or International Business;
- experience in attracting research funds from research councils and other external parties;
- an excellent teaching record;
- proven ability to inspire and supervise young scholars (PhD students);
- proven ability to inspire a team of professionals;
- proven ability to cooperate with scholars from other disciplines
- fluency in English, both in speaking and writing.

The candidate's reputation within the field should be evident from his or her CV and publication record in internationally recognized high quality Strategic Management, International Management, International Business, Economics and Management journals.

#### **Conditions of employment**

Maximum employment: 1,0

Radboud University Nijmegen has excellent conditions of employment. The salary depends on qualifications and experience.

Duration of contract: Indefinite period of time.

#### **Additional conditions of employment**

Applicants from abroad moving to the Netherlands may qualify for a special tax relief, by which 30% of their salary is tax free.

#### **Other information**

Applications should include a cover letter, a research statement, a curriculum vitae, a list of publications and at least two references.

#### **Additional information**

prof. dr. H.L. van Kranenburg (chair of Strategy Group)

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#### **Application**

You can apply for the job (mention the vacancy number 27.01.11) by sending your application before 28 March 2011 - preferably by e-mail - to:

Radboud University Nijmegen, NSM, drs. P.W. Mans

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