

## CALL FOR EXPRESSIONS OF INTEREST

The School of Management of Politecnico di Milano is inviting expressions of interest for positions for a newly forming research center dedicated to studying strategy and innovation in family firms. The center is led by Prof. Josip Kotlar, Associate Professor of Strategy and Family Business.

We are currently looking to fill the following position:

### POST-DOC RESEARCHER IN FAMILY BUSINESS

Research Topic: Strategic innovation in family business

#### About the School of Management and the Family Business Research Group

The School of Management of Politecnico di Milano (<https://www.som.polimi.it/>) was established formally in 2003 and groups together MIP (the Graduate School of Business founded in 1979) and DIG (the Department of Management Engineering), established in 1990, bringing together all research and education in the field of management. The School of Management today includes more than 100 tenured faculty members, and a broad range of research initiatives and teaching activities, with over 4,900 students enrolled in degree programs.

We're proud to be part of the ecosystem of Politecnico di Milano, a leading university which ranked 16th in the World, 6th in Europe, and 1st in Italy, according to QS World University Ranking 2019. Being part of the Politecnico di Milano influences our work on four levels:

- We focus strongly on innovation, change and the strategic advantage of technologies used in business
- We transfer the attention for scientific rationality and quantitative methods typical of the engineering mindset to the area of management
- We constantly pursue interdisciplinarity in both research and education, by making use of the wide array of technical expertise within the sixteen different schools belonging to Politecnico di Milano;
- We leverage being part of one of the major regional engines in Europe: Milan and the Northern-Italy ecosystem.

Positioned within the School of Management, the Family Business Research Group is a collaborative, research-oriented group comprising excellent faculty members who regularly publish in leading management journals such as Academy of Management Journal, Strategic Management Journal, Entrepreneurship Theory & Practice, Journal of Management Studies, Journal of Business Venturing, Journal of Product Innovation Management, among others, as well as family business journals such as Family Business Review and Journal of Family Business Strategy. The unit offers courses in strategy, innovation and family business in various masters and executive education programs.

### **Position details**

The new Post-Doc Researcher is expected to contribute to the Family Business Research Group, and the Department and School of Management more broadly, in the following ways:

- Conducting high-quality research and publishing in top-tier journals in areas such as strategic management, innovation and entrepreneurship, with a special focus on family firms.
- As part of a newly forming team, helping set up the center as a leading platform for rigorous research, forward-looking teaching, effective outreach, and organizational and societal impact.

You have the opportunity:

- To be appointed as a Post-Doc Researcher for up to one to two years to develop your academic career and prepare for a tenure-track position, either at the School of Management of Politecnico di Milano or in other research institutions.
- To work with leading scholars through collaborative research projects on some of the most pressing issues of our times: enhancing the innovative capacity and sustainable competitive advantage of family-owned and managed companies.

- To be part of and guide a dynamic team that is dedicated to top-tier research, inspirational teaching and impactful outreach while fostering a positive working atmosphere.
- To work in a well-equipped, state-of-the-art research infrastructure, with access to some of the world's most renowned businesses for data collection and field research, through the School of Management's network both locally in Milan and globally; as well as a broad range of high-quality databases.
- To be supported in your research and teaching by the School of Management's professional staff members that take on administrative duties, manage our teaching programs, proactively support us in public relations efforts, and run business development activities for our research projects.
- To live in a city, Milan, where the quality of life is among the best in the world.
- To receive an internationally competitive salary and pay package.

Your qualifications include:

- A completed or nearly completed phd degree or its equivalent in Business or Management or neighboring fields, with a special emphasis on family business research.
- A proven publication potential as evident in working papers or submitted papers that are invited for revision.
- Excellent oral and written English, as evidenced in a phd dissertation written in English; Oral and written Italian is a plus.
- A very good understanding of quantitative and/or qualitative research methods, including case study methods, study design and statistical analyses, and a very good command of relevant software packages, such as Stata, and/or SPSS.
- A devotion to writing; experience with popular writing (for outlets such as blogs, magazines, or newspapers) is a plus.
- A willingness to engage with high-profile business leaders and professionals
- Good presentation skills, as evident in conference presentations; teaching experience (ideally with formal student evaluations) is a plus.
- The ability to work in and guide a team; curiosity and discipline, self-reliance and initiative-taking, as well as integrity and creativity.

A more detailed description of the contribution expected from the new Post-Doc Researcher, expected time allocation and pay will be provided upon request.

### ***Terms and applications***

Interested candidates should send their expressions of interest to Prof. Josip Kotlar ([josip.kotlar@polimi.it](mailto:josip.kotlar@polimi.it)). This must include a curriculum vitae, a sample of scholarly work, and the names and contact details of two referees.

To be nominated Post-Doc Researcher in the School of Management of Politecnico di Milano you will be required to formally win a public selection. The indicative timeframe of the process behind the selection is the following:

- a. Collection of Expressions of Interest: October-December 2019
- b. Publication of the notice inviting applications: January 2019
- c. End of the evaluation process: February 2019 (until filled)
- d. If the evaluation is positive, we expect the new Post-Doc Researcher to start from March 2019 or earlier