

Aalto University is where science and art meet technology and business. We shape a sustainable future by making research breakthroughs in and across our disciplines, sparking the game changers of tomorrow and creating novel solutions to major global challenges. Our community is made up of 13 000 students, 400 professors and close to 4 500 other faculty and staff working on our dynamic campus in Espoo, Greater Helsinki, Finland. Diversity is part of who we are, and we actively work to ensure our community's diversity and inclusiveness. This is why we warmly encourage qualified candidates from all backgrounds to join our community.

[The Aalto University School of Business](#) is the leading business school in Finland. The School belongs to the select group of business schools that have been granted the most important international quality accreditations in its field. It aspires to be among the best business schools in Europe in terms of research excellence, a portfolio of pioneering B.Sc., M.Sc., Ph.D., and executive education programs, and contributions to society.

The Department of Management Studies invites applications for

**Postdoctoral Researcher in Organizational behavior/ People management / HRM
(fixed-term position for 3 years)**

We are now looking for a junior academic interested in research in organizational behavior, people management and / or human resource management. The position is within the Organizations and Management discipline at the Department of Management Studies.

Our expectations

The postdoctoral position is intended to allow the chosen researcher to pursue their research agenda and to develop personal competencies. We expect the candidate to conduct high quality research and aim to publish in the best international journals relevant to their research. The position is associated with a low teaching load; that is, one course per year. In addition, the position includes master's thesis supervision and an opportunity to be involved in doctoral training.

Your experience and ambitions

We look for scholars who are completing, or have completed within the past four years, their doctoral studies in a relevant field of study. The applicants should have demonstrated the ability to conduct research independently, to publish in high-quality scholarly journals and to teach competently. The positions require fluent skills in the English language.

Post-doctoral researcher is required to be in residence for the duration of the appointment. The starting date of the employment relationship can be negotiated, ideally commencing in January 2024.

What we offer

This Postdoctoral Researcher position is fixed-term position for 3 years (with possible extension up to 4 years). The expected starting salary for a Postdoctoral Researcher is approximately 4160 €/month (income before deduction of taxes), depending on experience and qualifications. As an employer, Aalto University provides excellent learning and development opportunities as well as occupational health care services, versatile exercise services and other employee benefits.

We offer you a lively and supportive international research community with numerous doctoral students, postdoctoral researchers, and faculty members from several countries. The Department of Management that was ranked #27 in the world and #6 in Europe on the Shanghai list in 2020, indicating that it is among the most favorable research environments globally. The Department has about 100 employees of whom 1/3 are international. The

members of the Department conduct research in the fields of human resource management, organizational behavior, strategy, organization theory, and sustainability management and publish their work in leading academic journals including, Journal of Organizational Behavior, Human Resource Management, Journal of Management, Human Relations, Academy of Management Journal and Academy of Management Review, among others. Overall, the department has a lively, international research community with numerous doctoral students, post-doctoral researchers, and faculty members from several countries.

Finland is a healthy and safe living environment, offering many excellent state-subsidized services including affordable day care, free schools, and universities, which are consistently ranked among the best in the world. More information about living and working in Finland can be found here: [For international staff | Aalto University](#)

For more Information

For further information about this position, please contact Associate Professor Marjo-Riitta Diehl, marjo-riitta.diehl@aalto.fi or in questions relating to the recruitment process, HR Advisor Jenna Knuutinen, jenna.knuutinen@aalto.fi.

How to apply

If you want to join our community, please submit your application through our recruitment system [Workday](#) no later than **September 1, 2023** at 23:59 EET (UTC+2). Aalto University's employees and visitors should apply for the position by using their existing Workday user account. Please see how to do it [here](#). Interviews will be held in September or early October.

Your application should include **all** following documents.

- Cover letter
- Curriculum Vitae
- List of publications and working papers
- Names and contact information for two references
- Description of teaching experience

If you would like to meet members of the selection committee for **an informal discussion** during the **Academy of Management conference in Boston in early August**, please contact Marjo-Riitta Diehl (marjo-riitta.diehl@aalto.fi) for scheduling an appointment.

Aalto University reserves the right for justified reasons to leave the position open, to extend the application period and to consider candidates who have not submitted applications during the application period.

More about Aalto University:

[Aalto.fi](https://aalto.fi)

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