

**Campagne d'emplois 2024  
RECRUTEMENT LRU**

<b>Composante (UFR, Ecole, Institut)</b>							
Nom :		IAE					
Localisation géographique du poste :		Aix-en-Provence					
<b>Identification du poste à pourvoir</b>							
Discipline (section CNU, discipline second degré ou autre) <b>06</b>							
Type de contrat		<input checked="" type="checkbox"/> CDD			<input type="checkbox"/> CDI		
Type de recrutement		<input type="checkbox"/> Enseignant <input type="checkbox"/> Chercheur <input checked="" type="checkbox"/> Enseignant-chercheur <input type="checkbox"/> Autre (préciser)					
Date prévisionnelle de prise de fonction :		01/09/2024					
Durée du contrat :		3 ans					
Quotité :		100 %					
N° poste national (tableau campagne emploi 2024) :		création					
N° poste SIHAM (tableau campagne emploi 2024) :		création					
<b>Niveau de recrutement</b>							
<b>Equivalent enseignant-chercheur</b>				<b>Equivalent second degré</b>			
<b>PR</b>		<b>MCF</b>		<b>PRAG</b>		<b>PRCE</b>	
2 <sup>ème</sup> classe	<input type="checkbox"/>	Classe normale	<input type="checkbox"/>	Classe normale	<input type="checkbox"/>	Classe normale	<input type="checkbox"/>
1 <sup>ère</sup> classe	<input type="checkbox"/>						
Classe exceptionnelle	<input checked="" type="checkbox"/>	Hors classe	<input type="checkbox"/>	Hors classe	<input type="checkbox"/>	Hors-classe	<input type="checkbox"/>
INM :	<b>1231</b>	IB :	<b>HED2</b>	INM :		IB :	

<b>PROFIL</b>	
Profil court du poste :	
<b>Enseignement &amp; Recherche en sciences de gestion : Stratégie, RH, Finance, Entrepreneuriat, SI, Marketing</b>	
Profil court du poste traduit en anglais :	
<b>Teaching &amp; Research in management sciences: Strategy, HR, Finance, Entrepreneurship, IS, Marketing</b>	

<b>Enseignement (le cas échéant)</b>	
Département d'enseignement :	<b>IAE Aix-Marseille</b>
Nom du directeur / de la directrice du département :	<b>Antonin RICARD</b>
Tél :	<b>04 13 94 26 85</b>
e-mail :	<b>antonin.ricard@univ-amu.fr</b>
<b>Recherche (le cas échéant)</b>	
Nom du laboratoire (acronyme) :	<b>CERGAM</b>
Code unité (ex. UMR 1234) :	<b>EA</b>
Nom du directeur / de la directrice de laboratoire :	<b>Nathalie RICHEBE</b>
Tél :	<b>04 13 94 26 48</b>
e-mail :	<b>nathalie.richebe@univ-amu.fr</b>

Profil détaillé :**Compétences particulières requises :****General considerations :**

The successful candidate will join Aix-Marseille Université (AMU), the largest multidisciplinary French-speaking university in France, with 80,000 students and nearly 8,000 staff on five large campuses that meet international standards. Its A\*Midex University Foundation, which is the bearer of the IDEX, contributes to the development of a world-class interdisciplinary higher education and research cluster. Known as a "research-intensive university," it houses 122 research facilities linked to major national research organizations.

The appointed candidate will fulfill their teaching duties at the IAE Aix-Marseille and will be affiliated with CERGAM for research activities. She/he is willing to contribute and participate in collaborative research projects and associated teaching in any Management Science field. Research themes must align with those developed within at least one of the CERGAM research axes. It is expected that she/he has published (or demonstrates the potential to publish) high-quality research contributions in distinguished national and international journals and conferences, actively participates in IAE pedagogical projects, embraces an international orientation in research, and is capable of communicating their research findings and conducting courses in English. She/he will benefit from the support and guidance of the IAE and CERGAM teams as well as from an intellectually stimulating research and teaching environment to advance professionally.

**Teaching:**

The successful candidate is expected to teach M1, M2, executive education and MBA courses in Management Science (Marketing, Information systems, Human Resource Management, finance or entrepreneurship) at IAE Aix-Marseille. The teaching profile is open to favor the quality of the profile over the area of expertise of the faculty.

The IAE Aix-Marseille is implementing a strategy pertaining to two ambitious projects:

- Developing the entrepreneurship-as-a-pedagogical model: the I3 lab initiates a differentiating and relevant pedagogical approach for developing skills of the future. It is an in-depth pedagogical initiative that develops students' situational intelligence - the ability to react to uncertain situations - based on specific characteristics of the context. It emerged from an intrapreneurial project that gathered three University Departments, five administrative personnel, and two alumni.
- Empowering humanistic leadership: IAE aims to expose students to three types of diversity: international, disciplinary, and social – through humanitarian actions to develop students' emotional intelligence.

These projects aim to develop students and better prepare them in VUCA environments. They foster situational intelligence, autonomy, critical analysis, collective intelligence, and agility.

Due to the strong internationalization of the IAE, its international accreditations and the delivery of bilingual degrees, the recruited person is expected to deliver courses in English.

To best support new recruits in their careers and professional development, a mentorship program as well as individual coaching sessions are provided by the IAE. The School is also a participant in the ITP program (alongside institutions such as CEIBS, LBS, Vlerick, HEC, etc.), which aims to enhance the pedagogical talents of its faculty.

**Administrative tasks:**

The responsibility or co-responsibility of a program may be entrusted. This means managing a team of international lecturers, handling the pedagogical content and coherence of the master, recruiting students, participating in fairs, organizing personalized tracks of students, and coaching them for their careers. Programs at the IAE are backed by efficient and significant administrative support to lighten faculty duties. Other types of administrative tasks may also be related to the development of grant programs.

**Research:**

The successful candidates will develop their research within CERGAM (UR 4225), a research unit in Management Science affiliated with Aix-Marseille University (AMU), and Toulon University with over 200 members, including nearly 70 doctoral students. CERGAM is organized into five research areas: 1) Entrepreneurship, Information, Internationalization (E2i); 2) Finance, Accounting, Control; 3) Public Management; 4) Marketing and Management of Services; and 5) Strategy and Human Resource Management. CERGAM is currently one of the largest management research centers in France, making it possible to bring together various disciplines in management sciences, different theoretical foundations, and complementary methodological approaches to understand contemporary public and private organizations in their complexity.

The recruited person will be expected to conduct cutting-edge research within one of the CERGAM axes and actively contribute to the scientific community within the team, laboratory and university. Her/his research themes must align with those developed within at least one of the CERGAM research axes. We also expect the selected candidate to:

- Actively submit and publish high-quality research contributions in distinguished national and international journals and conferences. We also consider a broad range of research impact measures, encompassing qualitative indicators that influence policy and practice, in line with AMU's commitment to the DORA Declaration ([sfdora.org](https://www.sfdora.org)). These elements will be assessed based on the experience of the candidate. For young researchers, the evaluation of research potential (ongoing projects and submitted articles) will be prioritized.
- Embrace an international orientation in research, be able to communicate her/his research in English, and ideally develop collaborations with scholars from foreign universities.
- Have the ability to collaborate within a team, contribute to a supportive and intellectually stimulating research environment, and demonstrate excellent communication and presentation skills to effectively disseminate research findings.
- Demonstrate mastery in innovative methodological skills, both quantitative and qualitative.
- Have experience in securing and managing research funding contracts with companies and/or public institutions (ex. ANR, EU research projects) is highly valued. Contributions to collective scientific life (e.g., establishing a Chair, involvement in laboratory management and roles related to research) will also be valued.


The laboratory maintains a vibrant research environment at MEGA (Aix-en-Provence) by regularly hosting a wide range of research seminars and workshops that provide opportunities for scholars to present their work and receive constructive feedback (see the [CERGAM Agenda](#)). The lab actively organizes or co-organizes several international conferences, internal and external research seminars, research methods workshops, and paper development workshops facilitated by renowned international journal editors. Bootcamps funded by AMU, including writing and research development workshops, are organized every year with international researchers invited by CERGAM (e.g., Guy Paré, HEC Montreal, in 2023). Specialized "career" seminars are dedicated to nurturing the professional growth of young researchers (e.g., how to prepare an HDR). Collaborative partnerships with three AMU Institutes, [INCIAM](#), [Institut Laënnec](#) and [ITEM](#), are integral for promoting interdisciplinary research collaborations and offering potential funding opportunities for research projects.


The selected candidate will have the opportunity to conduct PhD supervision or co-supervision and will benefit from an intellectually stimulating and supportive environment, fostering the development of ambitious research projects. Finally, to enable the recruited person to conduct their research under optimal conditions, they will receive an individual budget of 10.000 euros (usable over two years) and the option to request a reduction of their teaching load during their first two years.

In addition, IAE Aix-Marseille actively supports research by promoting balanced teaching and administrative loads, providing additional financial support (individual incentive system for publishing), and helping young colleagues develop their international research network (opportunities for funding research stays abroad). These actions are coordinated with those implemented by CERGAM and by AMU - which was awarded the "HR Excellence in Research" distinction (HRS4R). The lab is committed to improving the conditions in which research is carried out (e.g., strengthen respect for ethical principles and professional responsibilities; ensure greater transparency in recruitment, career development and mobility; and commit to developing better and safer working conditions).

Finally, a team from the E2i axis of CERGAM has developed a Research Chair that focuses on entrepreneurial legitimacy (CLE). This Chair brings together five researchers, three entrepreneurs, and five doctoral students. It is supported by a private fund as well as funds from AMU Institutes. A Research Center focusing on Humanistic Leadership is in the planning stage. This Research Center, initiated by the IAE and affiliated with the CERGAM SRH axis, aims to study the impact of digitalization on organizational and human resource management. The recruited person will have the opportunity to join these projects as well as other ongoing projects, such as a series of thematic research seminars on sustainable innovation.

Please note that we are committed to fostering diversity and equal opportunity in our recruitment process.

<b>Date</b>	<b>Signature du directeur de composante</b>
<b>14/02/2024</b>	<b>Antonin RICARD</b> 
<b>Date</b>	<b>Signature de la directrice de laboratoire</b>

<p><b>14/02/2024</b></p>	<p><b>Nathalie RICHEBE</b></p> 
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