

Hanken School of Economics is a leading, internationally accredited business school located in Finland. It offers a range of B.Sc., M.Sc., EMBA, PhD, and Executive Development programmes taught mainly in English and Swedish. Hanken's research operations are of an internationally high standard and it maintains close links with the business world.



The Department of Marketing at the Hanken School of Economics invites applications for:

**ASSISTANT or ASSOCIATE PROFESSOR (tenure track)
in Supply Chain Management and Social Responsibility,
starting as soon as possible**

As a tenure track Assistant or Associate Professor, you will be welcomed as part of our Subject¹ of Supply Chain Management and Social Responsibility in the Department of Marketing. You will benefit from and contribute to a thriving scientific environment at a triple crown-accredited university (EQUIS, AMBA, AACSB), and will become part of a group of highly active researchers with high productivity in publishing, numerous global projects, and a strong international profile.

Hanken School of Economics is a leading, internationally accredited university with over a hundred years of experience in education and research in economics and business administration. Hanken is recognized for its outstanding research quality and international orientation as the 5th-ranking university in the world, in proportion to its size (U-Multirank, 2016 & 2017). Our master's programme was ranked among the top 90 programs globally by Financial Times. Hanken has close ties to the business community and an active network of over 13 800 alumni in more than 70 countries. We are located in Finland, Helsinki and Vaasa.

Finland as a country is ranked as the best-governed country in the world (Legatum prosperity index, 2016), as well as among the top 5 happiest countries (World Happiness Report 2017). This is due to, inter alia, high level of equality and safety; free, high-quality education at both primary, secondary, and university levels; highly affordable healthcare and childcare; and competitiveness and innovativeness of the business sector.

Supply Chain Management and Social Responsibility at Hanken

The Subject of Supply Chain Management and Social Responsibility is a research-intensive environment linked with the Humanitarian Logistics and Supply Chain Research Institute (HUMLOG Institute). You will find more information about these units here:

- Supply Chain Management and Social Responsibility: <https://www.hanken.fi/en/about-hanken/organisation/departments-and-subjects/department-marketing/subject-supply-chain>
- HUMLOG Institute: <https://www.hanken.fi/humloginstitute>

The ideal candidate will fit the profile of the subject of Supply Chain Management and Social Responsibility in regard to research, education, and other activities. Thus, the cover letter, research statement, and teaching statement/portfolio of your application should describe

¹ "Subject" refers to the group of faculty representing a given discipline or subject area of research and teaching, operating as a sub-department under the department. The Department of Marketing has two Subjects: (1) Supply Chain Management & Social Responsibility and (2) Marketing.

how you see yourself fitting with, and contributing to, the Subject and its research and education profile and foci.

Tenure track at Hanken School of Economics

The tenure track is open to all qualified individuals who have excellent potential for a scientific career. Individuals placed on the Hanken tenure track have the possibility to advance in their career through regular performance assessments, which take into account their merits in all areas of their scope of duty. Launched in 2017, the tenure track has transparent internationally competitive standards that allow Hanken to recruit rising scholars. An Assistant Professor (tenure track) position is a fixed term employment of 5 years. After the 5-year period, you will have the opportunity to obtain tenure in a permanent position of Associate Professor, upon fulfilling the university's criteria for career advancement. If you are recruited directly to the Associate Professor position, the position will be tenured from the start; after 4-5 years in the position, you may advance to the Full Professor level in case you fill the university's career advancement criteria. Read more about the Hanken tenure track system at <http://www.hanken.fi/en/about-hanken/working-hanken/job-opportunities/tenure-track>.

Both the Assistant Professor (tenure track) and the Associate Professor (tenured) positions are research-focused positions, with approximately 40% of research, 40% of teaching, and 20% of service/administration workload. In other words, in both positions, your tasks and responsibilities include

- Conducting research that meets high international levels, publishing in scholarly outlets, and communicating the results of your work to the business community and to society at large
- Contributing to the research efforts and the development of new research capabilities and projects
- Contributing to the competence development of students by providing research-based teaching and supervision in Swedish and English at BSc, MSc, and PhD levels -- with a particular emphasis on sustainable logistics and supply chain management on BSc and MSc levels in Swedish and English
- Contributing to curriculum development
- Contributing to administration of the relevant units (mostly in Swedish)

As a tenured Associate Professor (compared with an Assistant Professor), you are expected to assume broader responsibilities as well as provide team leadership and strategic vision in the above task areas. As an additional task in an Associate Professor position, you will also be responsible for obtaining funding for and managing research projects, as well as contributing to PhD education as well.

Requirements

The eligibility criteria for the Assistant Professor position are

- A PhD degree within supply chain management, or a related subject,
- A demonstrated fit between the candidate's profile and the subject of Supply Chain Management and Social Responsibility,
- Demonstrated research activity, including publications in scientific journals,

- High-quality plans and high potential for future academic research projects and publications (incl. publications in preparation and “pipeline”),
- International experience during or after PhD studies,
- Teaching experience in logistics and supply chain management, and
- Fluent command of English and Swedish.

Additional eligibility criteria for the Associate Professor level are

- Solid publication rate in recent years, in journals relevant to the Subject
- Track record of developing and teaching courses (BSc and MSc levels) in logistics and supply chain management,
- Track record of applying for research funding
- Experience of participating in university administrative/service duties.

The following further qualifications are considered as merits when evaluating applicants for both levels:

1. Language skills (i.e. ability to teach in English and Swedish),
2. *High* quality of publications (e.g., publications in top journals ranked on the lists of Financial Times 50 and UTDallas, or in the categories 4* or 4 of the ABS/AJG),
3. Research articles planned and in the “pipeline” of *high*-quality journals (e.g., journals listed in the previous bullet point)
4. *High* fit between the candidate’s profile and the subject of Supply Chain Management and Social Responsibility,
5. Demonstrated skills of applying both qualitative and quantitative research methods
6. Pedagogical training, and experience of doctoral thesis (co-)supervision,
7. *Varied* teaching and supervision experience in logistics and supply chain management on various levels
8. Experience (years) of holding a position of the applied-for level at another university

Given the researcher focus of the tenure track, strong merits related to merits 2-5 above are prioritised in evaluating and ranking applicants. For merit 4, the applicant should him/herself pinpoint and describe his/her fit in the application documents (see below).

The annual working time of teaching and research staff at the Department is 1624 hours. The location of the position is in Helsinki and you will be expected to be present at the office a minimum of 3 days a week, on average, in order to actively contribute to the research and teaching environment.

Salary

The salary is based on the Finnish university salary system (including employee healthcare, pension and holiday contributions); the precise salary level depends on the recruited individual’s qualifications and merits. Hanken School of Economics also has a reward system for publications in top journals, as well as teaching awards for outstanding contributions to Hanken’s education.

Interviews

Shortlisted candidates will be interviewed in person or through videoconferencing. Selected candidates will be invited for a campus visit and teaching demonstration at Hanken School of Economics in Helsinki.

For more information

Enquiries may be directed to Professor Gyöngyi Kovács, Tel. +358 40 3521 241, e-mail kovacs@hanken.fi or Head of Department (marketing) Professor Jaakko Aspara, Tel. +358 40 352 1532, e-mail jaakko.aspara@hanken.fi.

Applications should be submitted online with the following attachments:

- Cover letter – (a) indicating the level (Assistant or Associate Professor) you are applying for, (b) outlining how you fulfil the eligibility criteria and merits, and (c) describing your fit with the research of the Subject of Supply Chain Management and Social Responsibility at the Department of Marketing
- Curriculum vitae (also including evidence of similar positions held at other universities, as well as international experience)
- List of publications (with the most significant ones for the position highlighted, noting the applicant's contribution to each)
- Teaching portfolio (i.e. experience and philosophies of teaching and curriculum development; including student feedback; pedagogical courses taken, and evidence of teaching and supervision in logistics and supply chain management, noting the role of the applicant in various courses)
- Research proposal describing the applicant's current and planned research, publications in the pipeline, and funding obtained for various projects
- Names and contact addresses of four references
- Samples of research (5 selected publications/articles for Assistant Professor; 10 for Associate Professor)
- Relevant certificates (degree certificates, language certificates)

An application missing any of the above attachments will not be considered further. Please submit all application materials in English. The application deadline is **30.4.2018**. To apply please click on the below link to complete your application.

General instructions for applicants are provided at <http://www.hanken.fi/en/about-hanken/working-hanken/job-opportunities/applications-and-selection-process>

Hanken School of Economics reserves the right for justified reasons to leave the position open, to extend the application period, and/or to consider candidates who have not submitted applications during the application period.

Helsinki, 5.3.2018