The Professorship of Organisational Behaviour
Cambridge Judge Business School
Closing date: 9 January 2023
Job Reference: NS34783
Professor of Organisational Behaviour

Background to the role

This opening is for a Professorship of Organisational Behaviour (OB). The Professorship was newly established at Cambridge Judge Business School in 2022.

The successful candidate for this professorship will be joining a dynamic and expanding international and multi-disciplinary business school, determined to achieve and sustain international excellence in research and scholarship. They will be expected to add distinction through research and teaching in the field of OB. We particularly hope to strengthen the area of Micro-OB at CJBS, and specifically seek a candidate who is an expert on diversity and its management at work. This includes challenges such as how employee dissimilarity with respect to surface (e.g., gender, ethnicity) and deep-level characteristics (e.g., personality) affects their performance and should be managed in organizations; how team diversity should be managed effectively; and the effective management of cognitive and emotional factors in the context of diversity at work.

The position offers the opportunity to shape the development of this subject area as a leading member of a highly visible group of scholars within a world-class university. The position also offers a chance to interact with business leaders and shapers of the Cambridge entrepreneurial environment at the highest level.

The successful candidate will join our newly established OB subject group. The group aspires to promote simultaneously our basic understanding of individual and group behaviour at all levels within organizations and the translation of our scientific research into practical implications that have significant executive and corporate value. To achieve these aims the group is focused on conducting rigorous and cutting-edge research that is published in major OB outlets such as Journal of Applied Psychology, Academy of Management Journal, Journal of Personality and Social Psychology, Academy of Management Review, Organisation Science, Organisational Behaviour and Human Decision Processes, as well as managerial and practitioner focused outlets such as Harvard Business Review. To achieve and promote our integrative approach of both basic and practical research we focus on developing local, national, and international collaborations with leading scholars (in OB and other related fields), business leaders, and major corporations.

The OB group currently includes the research faculty Dr. Yeun Joon Kim, Dr. Jochen Menges, Dr. Andreas Richter, Dr. David Stillwell, and Dr. Patrizia Vecchi, senior faculty in management practice Dr. Keith Goodall and Dr. Alberto Feduzzi, and the behavioural laboratory manager Johanna Croton. Current research interests include creativity and innovation; teams; leadership and emotions; psychometric measurement, big data, and people analytics; decision making; and cross-cultural management.

The Organisational Behaviour group conducts mixed-methods research, largely (but not exclusively) drawing on experimental, survey, archival, and qualitative data collected in international contexts. The group runs the CEBEG Experimental Laboratory at Cambridge Judge Business School (https://www.jbs.cam.ac.uk/faculty-research/centres/cebeg/) and has a lab manager available to coordinate research activities. The group is active in the PhD programme and welcomes involvement at all levels, from hosting visiting professors to working with student research volunteers.
Standard Duties

1) Teaching and research
The professor will produce original research of the highest calibre and foster the development of a vibrant and productive research culture in OB, based on the school’s core values of academic excellence, collaboration and engagement, and impact. Cambridge is a draw for excellent PhD students from all over the world. Professors are expected to select and supervise PhD students with a view of developing future academic leaders for the world’s top business schools.

The professor is jointly responsible for the strategic oversight and development of teaching within their field. He or she will be able to teach MBA, EMBA as well as research students, and to interact with practicing managers in executive education. The teaching load compares favorably with most business schools in the US and Europe, being generally lighter. Teaching in Cambridge is divided into three terms of only 8 weeks length, so our courses are considerably shorter than the semester length courses in other universities. Teaching arrangements vary significantly amongst faculty. A teaching stint for the Professorship might, for example, consist of:

- a research-based MPhil course (16 hours, typically one 2 hour session per week over an 8-week term), e.g. on the MPhil in Strategy, Marketing, and Operations
- subsequent supervision of some related MPhil research projects.
- part of an MBA or an EMBA core course (e.g. four 3 hour sessions, double-streamed and compactly scheduled)
- an MBA or an EMBA elective (typically four 3 hour sessions) in the professor’s specialist area and subsequent supervision of some related individual MBA projects.

Faculty will typically schedule their teaching in at most two of the three terms. Faculty who take on significant administrative or leadership positions, such as the head of a subject group, have an appropriately reduced teaching stint.

2) Examining
The Professor will be required to undertake such university examining as may be required by the Faculty Board of Business and Management.

3) Supervision
The Professor will be required to act as the supervisor of graduate students as and when requested.

4) Administration
Administrative duties are shared equitably and appropriately among faculty. The new professor’s primary remit and focus is the development of his or her subject area and he or she may from time to time be asked to act as head of the subject group. Professors will also be expected to participate in the development of the school as a whole and act for periods of time in school-wide roles, for example on the Faculty Board or the major Faculty Committees dealing with such matters as academic appointments and promotions; they may also be asked to be director of research or teaching programmes. If faculty undertake major school-wide administrative roles their teaching stint is suitably reduced.

5) Executive Education
Executive education is a growing activity within the Cambridge Judge Business School. Faculty are encouraged to use the executive education stage to disseminate their research and expertise to companies and use it as one vehicle to achieve visible impact on business practice. Executive education activities are not part of faculty teaching stints and are remunerated separately.
## Person Specification

Candidates will be considered for the Professorship on the basis of the following selection criteria, which you should address in your application.

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<th>Criteria</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Education</strong></td>
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<td>Academic excellence is key for us. Candidates will have an outstanding research record of international stature specifically in the area of Organisational Behaviour, a strong commitment to Organisational Behaviour research, an established international presence, and a strong academic reputation in the field. Preference will be given to candidates with a specialization in Micro-OB, specifically on diversity and its management at work.</td>
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<td>Intellectual leadership is important to us. The successful candidate is expected to provide intellectual leadership to the Organisational Behaviour group and the school. Candidates will demonstrate the vision, leadership, experience, enthusiasm and long-term commitment to build on current strengths in maintaining and developing a leading research presence, and the ability to lead the development of research in Organisational Behaviour to a world-class level.</td>
<td>✓</td>
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<td>Impact is important to us. Candidates will conduct impactful research and be keen to engage both academic and managerial audiences with their work.</td>
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<td>Fit with the current Organisational Behaviour subject group is essential. Candidates will demonstrate an interest to collaborate with members of the group, as well as to mentor junior Organisational Behaviour faculty.</td>
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<td>The development of our research students is important to us. Candidates will demonstrate the willingness and ability to attract, train, and develop research students in the area of Organisational Behaviour.</td>
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<td>Collaboration and engagement are core values at the School. The professor is expected to engage with colleagues in the school and the wider University, with leading academics elsewhere, as well as with leaders in business and society.</td>
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Cambridge Judge Business School (www.jbs.cam.ac.uk) is a world-leading business school at the University of Cambridge and is globally recognised for its research, teaching and impact. CJBS is in the business of transformation of individuals, of organisations and society. Through cutting edge research rooted in real world challenges and innovative teaching and pedagogy platforms, we seek to help students and clients ask the right questions to create and deliver change in society and the economy. Faculty members at CJBS work with some of the world's leading organisations whether through collaborative research or in an executive education capacity. The Business School is situated within central Cambridge, which is in close proximity to London. At the same time, it is at the centre of 'Silicon Fen', Europe's fastest growing technology-based industrial centre, which gives unprecedented access to large multinationals and to hundreds of smaller entrepreneurial organisations in emerging industries. In addition, the interdisciplinarity that characterises research at Cambridge ensures faculty contact across a wide range of departments and expertise, thus promoting cross-fertilisation of ideas.
Terms of Appointment

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or his Deputy, with a membership which includes members of the School, members of cognate Departments and external experts.

All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit Judge Business School to give a seminar on their work and meet prospective colleagues in the course of the process.

Candidates will be informed of the progress of their applications as agreed by the Electors.

It is anticipated that the successful candidate will take up the appointment on 1 September 2023 or as soon as possible thereafter.

Salary
Salary will be globally competitive and negotiable dependent upon experience. Salary on appointment will be determined by the Vice-Chancellor at an appropriate point on the University’s salary spine for grade 12, taking into account the criteria for the respective contribution band. Professorial salaries are reviewed periodically, on the basis of research, teaching and general contribution, by the Vice-Chancellor with the assistance of a small Advisory Committee.

Headship of the Department
Should a Professor be appointed to the Headship of a Department, a pensionable payment is made in addition to salary.

Recruitment Incentive
The University has a scheme whereby a single recruitment incentive payment may be made on appointment at the Vice-Chancellor’s discretion.

Tenure
Appointments are to the retiring age for established academic positions.

Working Pattern
The appointment is full-time.

Annual leave
Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a minimum of 33 days annual paid holiday in addition to any public holidays that fall outside Full Term.

Sabbatical leave
Cambridge has a generous statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

Pension
You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme), a defined benefits pension scheme. If you are already a member of the NHS Pension scheme, you may be eligible to continue in the scheme and should contact the Pensions section of the University: www.pensions.admin.cam.ac.uk/
College membership
Membership of a College adds an important social and intellectual dimension which many of the University’s academic community find attractive. Further details about a Professorial Fellowship are set out below and more details about college membership are provided in a separate section of this document.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: https://www.ois.cam.ac.uk/uto-scheme

Residence
It is a requirement of the role that you are resident in the University during term-time. Further information can be found here, p. 679: https://www.admin.cam.ac.uk/univ/so/pdfs/2020/ordinance11.pdf

Removal Expenses
If the person appointed is not resident in Cambridge, a contribution from University funds will be made towards expenditure incurred in removal to Cambridge to take up a University office.

Consultancy Work
The University’s policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer’s contract of employment with the University. Consultancy work is not covered by the University’s insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given or work done in the individual’s capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University company Cambridge Enterprise Ltd. Anyone wishing to do so should, in the first instance, contact them at www.enterprise.cam.ac.uk.

Professorial Fellowships
The great majority of Professors at Cambridge hold a professorial fellowship of a college. Although election to a fellowship is a matter for an individual college, the University takes active steps to draw the attention of Heads of House to the names of those Professors eligible for election. The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: https://www.ois.cam.ac.uk/uto-scheme
General information

Pre-employment checks

Right to work in the UK - We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure. If you do not have the right to work in the UK already, any offer of employment we make will be conditional upon you gaining it.

Health Declaration - Offers of appointment made to prospective University officers whose work will fall within certain categories are conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service. Only the person elected will be asked to complete the questionnaire, at the time of election.

References – References will be requested prior to the final meeting of the Board of Electors.
Please note: references are not required from your current employer.

Equal Opportunities

The University of Cambridge appoints solely on merit. No applicant for an appointment in the University, or member of staff once appointed, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

Equality and Diversity

We particularly encourage women and/or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University.

Information if you have a disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at: https://www.hr.admin.cam.ac.uk/policies-procedures/disabled-applicants-and-members-staff

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

Applicants wishing to discuss with or inform the University of any special arrangements connected with their disability can, at any point in the recruitment process, contact Dr Gosia Wloszycka, who is responsible for the administration of the recruitment process for this position, by email on: mw425@admin.cam.ac.uk
The University

The University of Cambridge is one of the world’s oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.

Our sustained pursuit of academic excellence is built on a long history of first-class teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world’s leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.
About Us

The University is one of the world’s leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country’s highest concentrations of internationally important collections.

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany’s Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University’s make-up.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

Stephen Toope, Vice Chancellor 2019
Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 16,000 staff from all walks of life and corners of the world.

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University’s estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.

Equality & diversity
The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here: http://www.equality.admin.cam.ac.uk/

The University has a bronze Race Equality Charter aware, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University’s Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women.
Living in Cambridge

Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances at the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the Visit Cambridge website.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Relocation Support
The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit https://www.accommodation.cam.ac.uk/relocation. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

Accommodation Service
The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit https://www.accommodation.cam.ac.uk/
What Cambridge can offer

**We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.**

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.

**Pay and benefits**

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.

**CAMbens employee benefits**

We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMbens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University.
What Cambridge can offer

Family-friendly policies
The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high quality holiday Playscheme may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here: https://www.childcare.admin.cam.ac.uk/

The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Postdoc Academy supports the postdoctoral community within Cambridge. Further details are available here: https://www.postdocacademy.cam.ac.uk/

Your wellbeing
The University’s Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the Cambridge Science Festival and Cambridge Festival of Ideas, as well as Open Cambridge weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities
We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.
College Membership

The University, the Faculties and Departments, and the Colleges are linked in a complicated historical relationship that is mutually beneficial but not simple. Students (both graduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of graduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in a College.

The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges arranging small group teaching (“supervision”) and the Departments providing lecturing, laboratory classes, and advanced supervisions. Most academic staff will also be invited to join a College as a teaching or professorial fellow.

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. Most colleges expect their fellows to take part in undergraduate supervision and College administration. Appointment to a College fellowship is a separate matter from a University appointment, for which the College provides modest remuneration additional to University salary. It is not compulsory for academic staff to be a member of a College.

Further advice can be obtained from The Chair of the Faculty/Head of Department or senior colleagues.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: https://www.ois.cam.ac.uk/utoscheme/guidance-for-applicants/view
How to Apply

Applications, consisting of a letter of application together with a statement of current and future research plans, a curriculum vitae and a publications list, details of three referees, and a 5-year summary of teaching portfolio and evaluations with a clear description of the rating scale the evaluations are based on, should be made online no later than: 9 January 2023.

Applications should be submitted online via the University of Cambridge jobs page www.jobs.cam.ac.uk by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

If you have any queries regarding the application process please contact: Dr Gosia Włoszycka at:

professorships@admin.cam.ac.uk and/or mw425@admin.cam.ac.uk Applications from female candidates are especially welcomed and encouraged.

Appointment Procedure
The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or Deputy, with a membership which includes members of the School, members of cognate Departments and external experts. All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit the School to give a seminar on their work and meet prospective colleagues in the course of the process. Candidates will be informed of the progress of their applications as agreed by the Electors.
It is anticipated that the successful candidate will take up the appointment as soon as possible.

Informal Enquiries

Informal enquiries about this Professorship are welcomed and should be directed to:

CONTACT NAME Prof Andreas Richter
Department of Cambridge Judge Business School
Email: a.richter@jbs.cam.ac.uk

CONTACT NAME Prof Mauro Guillén
Department of Cambridge Judge Business School
Email: m.guillen@jbs.cam.ac.uk