

**ASSISTANT PROFESSOR (TENURE TRACK) IN HR /
PEOPLE ANALYTICS
Aalto University**

Direct Link: <https://www.AcademicKeys.com/r?job=253674>

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Posted Feb. 24, 2025, set to expire Dec. 31, 2025

Job Title	ASSISTANT PROFESSOR (TENURE TRACK) IN HR / PEOPLE ANALYTICS
Department	E706 Dept. Management Studies
Institution	Aalto University , , Finland
Date Posted	Feb. 24, 2025
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Assistant Professor
Academic Field(s)	Human Resources
Job Website	https://aalto.wd3.myworkdayjobs.com/aalto/job/Otaniemi-Espoo-Finland/ASSISTANT-PROFESSOR--TENURE-TRACK--IN-HR---PEOPLE-ANALYTICS_R42181

Apply By Email

Job Description

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.

[url=https://www.aalto.fi/en/school-of-business]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

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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 and the Department of Information and Service Management at Aalto University School of Business invite applications for the position of

Assistant Professor (tenure track) in HR / People Analytics

The call is targeted to individuals seeking an Assistant Professor position in the [url=https://www.aalto.fi/en/tenure-track/tenure-track-career-path]Aalto University tenure track system. The position is shared between the Department of Management Studies (60%) and the Department of Information and Service Management (40%). It will be filled at the latest in August 2025, but the start date is negotiable.

Who we look for

We are seeking an outstanding scholar whose research and teaching interests lie at the intersection of HRM / people management, organizational behavior, and data analytics. The ideal candidate will contribute to our growing expertise in evidence-based HR decision-making and workforce analytics.

Relevant areas of research include, but are not limited to topics like: *

the use of data analytics in teams and people management *

workforce analytics and talent management *

AI, future of work and HR / people analytics *

data-driven decision making processes in groups and organizations *

human-algorithm interaction and its implications for the management of people, teams and organizations *

the use of people analytics in organizational development *

people analytics and ethics, DEI and sustainable HRM *

big data and people management / HRM

The applicants should hold a doctorate degree and the degree can be from diverse academic disciplines provided that the candidate's research focus is related to the area of human resource management and organizational behavior.

Our expectations

The successful applicant is expected to: *

Conduct high-quality, impactful research in the field of people analytics, with potential for publication in

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top-tier academic journals. *

Teach courses at undergraduate and/or graduate levels in topics related to HR analytics, people management, and applied data science in organizations. *

Engage with industry partners and external stakeholders to advance the application of people analytics in practice. *

Contribute to curriculum development and pedagogical innovation in analytics-driven HR education. *

Participate in departmental service and interdisciplinary research initiatives.

The applicants will be reviewed on the basis of their research, teaching, and activity in the scientific community relative to their career stage.

What we offer

Position and work environment

We offer the successful candidate the opportunity to teach and do research in a vibrant and active international community. The position comes with a light teaching load while focusing on developing one's research profile. There are also ample opportunities for cross-disciplinary research and teaching collaboration across Aalto University. *

Meaningful and inspiring environment. We are proud of our purpose to shape a sustainable future. We renew society with research-based knowledge, creativity and an entrepreneurial mindset. *

Culture that includes and values everyone. All our work is guided by the values of the university: responsibility, courage, and collaboration. It's the people that create Aalto, now and in the future. We are an open community where equality and inclusion enable curiosity, innovation, collaboration and wellbeing. *

Support, coaching and sparring when you feel you need it. *

Great possibilities for competence development and learning. We constantly keep learning to find the most impactful ways to empower - and invest in - our people.

Our vast array of professional development opportunities means the successful candidate will grow and learn, having the chance to participate actively in staff trainings and development projects based on the candidate's interests and needs. We have a flexible modern working culture. We value work-life balance and wellbeing in all aspects of life.

The primary workplace is Otaniemi, Espoo. The Otaniemi campus is a thriving and connected community of 100 nationalities, 13,000 students and 4,500 employees. Life at the campus is vibrant and filled with amazing architecture, calming nature, and a variety of cafes, restaurants, services and good connections along the recently opened metro and fast tram lines.

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Contract conditions

The contract is full-time and fixed term for three or four years, depending on an applicant's positioning in the tenure track system.

Tenure track covers two terms. The first term is for three years, with renewal for a second four-year term being based on successful mid-term evaluation. Subsequent promotion to Associate Professor is based on a successful tenure review conducted towards the end of the second term. More information on Aalto's tenure track system can be found here: [\[url=https://www.aalto.fi/en/tenure-track?check_logged_in=1\]](https://www.aalto.fi/en/tenure-track?check_logged_in=1)tenure track system.

Prolongation of the contract is possible after a successful tenure review. Aalto University follows EU rules and regulations on HR policies. Based on the regulation (EC) No 883/2004 on the coordination of social security systems, full-time employment at Aalto University is inconsistent with residence abroad. Employment duties need to be performed in Finland.

Salary and benefits

The position comes with a competitive salary and a generous package of initial research funding. In addition, Aalto University provides its employees with high quality occupational health care services and retirement benefits.

Hosting departments

The position is shared between the Department of Management Studies (60%) and the Department of Information and Service Management (40%).

[\[url=https://www.aalto.fi/en/department-of-management-studies\]](https://www.aalto.fi/en/department-of-management-studies)The Department of Management Studies hosts four units: Organization and Management, International Business, Entrepreneurship, and Organizational Communication. It comprises several internationally renowned areas of expertise, including strategy, international management, human resource management, organizational behavior, sustainability in business, organization theory, and entrepreneurship. The department is internationally well known for its qualitative research and it has a solid and growing competence in quantitative research and methods. Our faculty publishes in the leading academic journals including Academy of Management Journal, Human Relations, Human Resource Management, Journal of Business Ethics, Journal of Management, Journal of Management Studies, Journal of Organizational Behavior, Organization Studies, among others. The department has a lively, international research community with numerous doctoral students and post-doctoral researchers.

[\[url=https://www.aalto.fi/en/department-of-information-and-service-management\]](https://www.aalto.fi/en/department-of-information-and-service-management)The Department of

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Information and Service Management consists of three disciplinary areas: Information Systems Science, Logistics, and Management Science. Business Analytics research and teaching intersects all the disciplinary areas and is the core activity of Management Science. Key research areas include prescriptive and predictive analytics utilizing mathematical methods such as optimization, statistical models, game-theory, machine-learning, and decision analysis with applications in areas such as environmental management, healthcare, supply chain management, strategy building, finance and infrastructure asset management. This research is published in journals such as European Journal of Operational Research, Operations Research, Management Science, and Manufacturing & Service Operations Management. There are currently about 25 faculty members at the department as well as some 30 doctoral students.

For more information

For additional information concerning the position, please contact Associate Professor Alexei Koveshnikov. On matters related to the application process, please contact HR Partner Jenna Knuutinen. Email addresses for contacting are in format `firstname.lastname@aalto.fi`. For more information about the Department of Management Studies, please visit [\[url=https://www.aalto.fi/en/department-of-management-studies\]](https://www.aalto.fi/en/department-of-management-studies)the department's website.

How to apply

If you want to join our community, please submit your application through our recruitment system [\[url=https://aalto.wd3.myworkdayjobs.com/en-US/aalto/details/ASSISTANT-PROFESSOR--TENURE-TRACK--IN-HR---PEOPLE-ANALYTICS_R42181\]](https://aalto.wd3.myworkdayjobs.com/en-US/aalto/details/ASSISTANT-PROFESSOR--TENURE-TRACK--IN-HR---PEOPLE-ANALYTICS_R42181)Workday no later than April 6, 2025 at 23:59 EET (UTC+3). Aalto University's employees and visitors should apply for the position by using their existing Workday user account. Please see how to do it [\[url=https://www.aalto.fi/en/services/how-to-apply-internal-job\]](https://www.aalto.fi/en/services/how-to-apply-internal-job)here.

To apply, please share the following application materials with us in English as a single file in PDF format ('`lastname_firstname_application.pdf`'): *

Cover letter *

Curriculum Vitae—The CV should include the sections that are presented in the [\[url=https://tenk.fi/en/advice-and-materials/template-researchers-curriculum-vitae\]](https://tenk.fi/en/advice-and-materials/template-researchers-curriculum-vitae)template recommended by The Finnish Advisory Board on Research Integrity *

List of publications, with the most significant publications highlighted *

Research portfolio—a concise (4-10 pages) reflection on the merits, long-term vision, and research plan. *

Teaching statement - a lighter version (3-4 pages) of the teaching portfolio that covers the topics

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mentioned in the guidelines (see the guidelines below). *

A job market paper that demonstrates the applicant's skills and research programme (can be either solo or co-authored). *

Names and contact details for four references.

General instructions for applicants including language requirements and guidelines for compiling the teaching portfolio and CV are given at [\[url=https://www.aalto.fi/en/tenure-track/interested-in-joining-our-tenure-track\]](https://www.aalto.fi/en/tenure-track/interested-in-joining-our-tenure-track)<https://www.aalto.fi/en/tenure-track/interested-in-joining-our-tenure-track>. The application material will not be returned.

Aalto University reserves the right for justified reasons to leave the position open and to extend the application period.

Tenure track in Aalto University

The tenure track is open to talented individuals who have excellent potential for a scientific career. Individuals placed on the Aalto University professorial tenure track have the possibility to advance in their career through regular performance assessments, which consider their merits in all areas of their scope of duty. Launched in 2010, the tenure track has attracted a wide range of international applicants, giving Aalto University the possibility of recruiting top experts and early career research talent to join the Aalto University community. Read more about the Aalto University tenure track system at [\[url=http://www.aalto.fi/en/tenure-track\]](http://www.aalto.fi/en/tenure-track)www.aalto.fi/en/tenure-track.

About Finland

Finland is a great place for living with or without family - it is a safe, politically stable and well-organized Nordic society. Finland is consistently ranked high in quality of life and was just listed again as the happiest country in the world: [\[url=https://worldhappiness.report/news/its-a-three-peat-finland-keeps-top-spot-as-happiest-country-in-world/\]](https://worldhappiness.report/news/its-a-three-peat-finland-keeps-top-spot-as-happiest-country-in-world/)<https://worldhappiness.report/news/its-a-three-peat-finland-keeps-top-spot-as-happiest-country-in-world/>. For more information about living in Finland: [\[url=https://www.aalto.fi/en/careers-at-aalto/living-in-finland\]](https://www.aalto.fi/en/careers-at-aalto/living-in-finland)<https://www.aalto.fi/en/careers-at-aalto/living-in-finland> & [\[url=https://www.aalto.fi/en/services/welcome-to-aalto-university-and-finland-info-package\]](https://www.aalto.fi/en/services/welcome-to-aalto-university-and-finland-info-package)<https://www.aalto.fi/en/services/welcome-to-aalto-university-and-finland-info-package>.

Contact Information

Please reference Academickeys in your cover letter when

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applying for or inquiring about this job announcement.

Contact

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