

**ASSISTANT OR ASSOCIATE PROFESSOR (TENURE
TRACK) IN STRATEGIC MANAGEMENT**
Aalto University

Direct Link: <https://www.AcademicKeys.com/r?job=257991>

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Posted Jun. 6, 2025, set to expire Dec. 31, 2025

Job Title	ASSISTANT OR ASSOCIATE PROFESSOR (TENURE TRACK) IN STRATEGIC MANAGEMENT
Department	E706 Dept. Management Studies
Institution	Aalto University , , Finland
Date Posted	Jun. 6, 2025
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Assistant Professor Associate Professor
Academic Field(s)	General Management
Job Website	https://aalto.wd3.myworkdayjobs.com/aalto/job/Otaniemi-Espoo-Finland/ASSISTANT-OR-ASSOCIATE-PROFESSOR--TENURE-TRACK-IN-STRATEGIC-MANAGEMENT_R43019

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

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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 at Aalto University School of Business invite applications for the position of

Assistant OR ASSOCIATE Professor (tenure track) in strategic management

The call is targeted to individuals seeking an Assistant or Associate Professor position in the [url=https://www.aalto.fi/en/tenure-track/tenure-track-career-path]Aalto University tenure track system. We look the candidate to start at the latest in September 2026, but the start date is negotiable.

Who we look for

We are seeking an outstanding scholar with established research activities and teaching experience in strategic management, and proven track record in both. The ideal candidate will contribute to our strong expertise in strategy and organization theory and connect to existing research interests of our faculty while opening up also new areas of expertise.

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

The use of artificial intelligence (AI) and data in strategy work *

Impact of AI and data on strategy and competition *

Strategic change, process and practice perspectives to strategy *

Data-driven decision making processes and strategic analysis *

Technology-driven transformations of businesses, industries and organizational fields *

Business models and strategy *

Application of advanced (qualitative and/or quantitative) methodologies in the study of strategy

The applicants should hold a doctorate degree. The degree can be from diverse academic disciplines provided that the candidate's research focus is related to the area of strategic management and they have ability to competently teach courses in the domain of strategy.

Our expectations

The successful applicant is expected to: *

Conduct high-quality, impactful research in the field of strategic management, with established skills

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and track record for publishing in top-tier academic journals. *

Teach courses at undergraduate and/or graduate levels in topics related to strategic management. *

Engage with industry partners and external stakeholders to advance the current topics in strategic management in practice. *

Contribute to curriculum development and pedagogical innovation in strategic management. *

Participate in departmental service and interdisciplinary research initiatives.

The applicants will be reviewed on the basis of their research, teaching, and other 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.

Position level and contract

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This position is open at either the Assistant Professor (1st or 2nd term) or Associate Professor level within Aalto University's tenure track system, depending on the selected candidate's experience and qualifications.

For those appointed at the Assistant Professor level, the position is full-time and fixed term for either three or four years, depending on the candidate's tenure track stage. The tenure track includes two terms: the first term is typically for three years, and continuation to a second four-year term is subject to a successful mid-term review. Promotion to Associate Professor is based on a successful tenure review conducted toward the end of the second term. A contract extension is possible after the tenure review.

Those appointed directly at the Associate Professor level will receive a permanent employment contract, with the possibility of promotion to Full Professor based on successful performance evaluations.

Aalto University's tenure track policies are designed to support the career development of its faculty and are based on regular, comprehensive evaluations. More information about the tenure track system can be found [[url=https://www.aalto.fi/sites/default/files/2023-03/Liite%201%2020230222%20Aalto%20Tenure%20Track%20Policies%20and%20Procedures_ENG.pdf](https://www.aalto.fi/sites/default/files/2023-03/Liite%201%2020230222%20Aalto%20Tenure%20Track%20Policies%20and%20Procedures_ENG.pdf)].pdf

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 department

[[url=https://www.aalto.fi/en/departments-of-management-studies](https://www.aalto.fi/en/departments-of-management-studies)]The Department of Management Studies consists of four units: Organization and Management, International Business, Entrepreneurship, and Organizational Communication. It comprises several internationally renowned areas of expertise, including strategy, organization theory, international management, human resource management, organizational behavior, sustainability in business, and entrepreneurship. The department is internationally well known for its qualitative research and it has a solid and growing

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competence in quantitative research and methods. Our faculty publishes in the leading academic journals including Academy of Management Journal, Academy of Management Review, Human Relations, Journal of Business Ethics, Journal of Management Studies, Organization Science, Organization Studies, Strategic Management Journal, among others. The department has a lively, international research community with numerous doctoral students and post-doctoral researchers.

For more information

For additional information concerning the position, please contact Professor Nina Granqvist. 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 [\[url=https://www.aalto.fi/en/departments-of-management-studies\]](https://www.aalto.fi/en/departments-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 [\[url=https://aalto.wd3.myworkdayjobs.com/en-US/aalto/details/ASSISTANT-OR-ASSOCIATE-PROFESSOR--TENURE-TRACK--IN-STRATEGIC-MANAGEMENT_R43019\]](https://aalto.wd3.myworkdayjobs.com/en-US/aalto/details/ASSISTANT-OR-ASSOCIATE-PROFESSOR--TENURE-TRACK--IN-STRATEGIC-MANAGEMENT_R43019)Workday no later than September 12, 2025 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 [\[url=https://www.aalto.fi/en/services/how-to-apply-internal-job\]](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 though it does not need to follow this format *

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 portfolio according to Aalto University's guidelines- see [\[url=https://www.aalto.fi/sites/default/files/2024-04/Teaching-competence-assessment_Guidelines-for-a-candidate_2024_Aalto-University.pdf\]](https://www.aalto.fi/sites/default/files/2024-04/Teaching-competence-assessment_Guidelines-for-a-candidate_2024_Aalto-University.pdf)Teaching-competence-assessment_Guidelines-for-a-candidate_2024_Aalto-University.pdf *

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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

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Please reference Academickeys in your cover letter when
applying for or inquiring about this job announcement.

Contact

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