

University Lecturer / Senior University Lecturer in People  
Management (Permanent Position)  
Aalto University

Direct Link: <https://www.AcademicKeys.com/r?job=260059>

Downloaded On: Sep. 6, 2025 7:28pm

Posted Jul. 22, 2025, set to expire Dec. 31, 2025

**Job Title** University Lecturer / Senior University Lecturer in  
People Management (Permanent Position)  
**Department** E706 Dept. Management Studies  
**Institution** Aalto University  
, , Finland

**Date Posted** Jul. 22, 2025

**Application Deadline** Open until filled  
**Position Start Date** Available immediately

**Job Categories** Lecturer/Instructor  
Senior Lecturer

**Academic Field(s)** Organizational Studies  
Human Resources  
General Management

**Job Website** [https://aalto.wd3.myworkdayjobs.com/aalto/job/Otaniemi-Espoo-Finland/University-Lecturer-or-Senior-University-Permanent-Lecturer-in-People-Management\\_R43736](https://aalto.wd3.myworkdayjobs.com/aalto/job/Otaniemi-Espoo-Finland/University-Lecturer-or-Senior-University-Permanent-Lecturer-in-People-Management_R43736)

**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.

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[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 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 invites applications for the position of

University Lecturer or Senior University Lecturer in People Management (Permanent Position)

The call is targeted to individuals seeking a University Lecturer or Senior University Permanent Lecturer position in the [url=https://www.aalto.fi/en/teaching-and-learning/lecturer-career-system]Aalto University lecturer career system. For this position, we will consider applicants with expertise in the broad field of people / HR management and/or organizational behavior/people centered organizational development. The position will be filled in Fall 2025, but the precise start date is negotiable.

[url=https://www.aalto.fi/en/departments-of-management-studies]The Department of Management Studies hosts four units: Organization and Management, International Business, Entrepreneurship, and Organizational Communication. Our faculty regularly publishes in leading academic journals in their respective fields, delivers high quality teaching, actively participates in global academic forums and conferences (e.g. AOM, EGOS, AIB), and engages with different relevant stakeholders to contribute to the community and society at large. The department has a lively, international research community with numerous doctoral students and post-doctoral researchers.

We offer the successful candidate the opportunity to teach and do research in a vibrant and active international community. This position also comes with an expectation that the successful candidate will actively participate in the development of Aalto's Lifewide Learning offering. This entails developing and producing online educational content for practitioners and the wider audience. There are also ample opportunities for cross-disciplinary teaching and research collaboration across Aalto University.

Our expectations

As a University Lecturer/Senior University Lecturer, you will contribute to Aalto University School of Business as a teacher and researcher to ensure the continuous development of our research-based educational offerings. In particular, we expect you to contribute to our MSc level programs by teaching courses on people management, HRM, organizational behavior and organizational development. The position is primarily teaching oriented but the teaching workload can be adjusted depending on research output and other academic or administrative responsibilities (e.g. editorial roles, educational

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program-level leadership).

A successful applicant will ideally demonstrate the following qualifications: \*

Ability to design and deliver high-quality, research-led educational offerings in the broad area of people / HR management and/or organizational behavior. \*

Experience in supervising and teaching undergraduate and postgraduate students. \*

Experience in developing educational offerings on a module or programme level. Experience in programme management is expected for Senior University Lecturer applicants. \*

Competence to carry out independent and original academic research, as evidenced by high-quality publications in highly regarded, peer-reviewed journals. \*

Effective communication skills, both written and oral, in English. \*

Ability and willingness to be an active and present member of the Aalto teaching and research community. \*

Experience in planning and producing high-quality online teaching modules is seen as a merit.

The applicants should hold a doctorate in a discipline relevant to this position. The doctorate can be from diverse fields provided that the focus of the candidate's expertise lies in the broad field of people / HR management and/or organizational behavior and/or people centered organizational development. The applicants will be reviewed based on their teaching and research merits relative to their career stage. In the absence of formal proof of quality in teaching and/or research (e.g., published papers, teaching ratings), applicants are encouraged to submit proof of significant potential for high-quality teaching and research (e.g. evidence of pedagogical training or academic papers under review).

#### What we offer

The position is full time and permanent. The starting date for the position is negotiable but being able to start in Fall 2025 is considered an advantage. The job is located at the Aalto University campus in Otaniemi, Espoo, Finland.

The position comes with a competitive salary, that is determined based on experience and qualifications according to the salary system of Aalto University. In addition, Aalto University provides its employees with occupational health care services and retirement benefits. Finland is a great and safe environment, offering many excellent state-subsidized services, including affordable daycare and free primary and secondary education, which are consistently ranked among the best in the world.

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.

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For more information

For additional information concerning the position, please contact the Head of Organizational and Management Unit, Associate Professor Alexei Koveshnikov. On matters related to the application process, please contact HR Partner Jenna Knuutinen. Email addresses for contacting are in format [url=mailto:firstname.lastname&#64;aalto.fi]firstname.lastname&#64;aalto.fi. For more information about the Department of Management Studies, please visit [url=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/University-Lecturer-or-Senior-University-Permanent-Lecturer-in-People-Management\_R43736]Workday no later than August 24, 2025 at 23:59 EET (UTC&#43;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]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]template recommended by The Finnish Advisory Board on Research Integrity \*

List of publications, with the most significant publications highlighted \*

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]Teaching portfolio guidelines for candidate \*

Research statement describing past and future research (2-3 pages).

Aalto University might use an external reviewer to support the evaluation of applicants during the recruitment process.

Aalto University reserves the right for justified reasons to leave the position open or to extend the application period. The application material will not be returned.

Aalto lecturer career system

Aalto lecturer career system is intended primarily for teaching oriented scholars. The lecturer career system supports individual development and career advancement through clear principles and systematic evaluation criteria and allows university lecturers and senior lecturers to advance in their

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careers with teaching-focused merits, from the university lecturer level to the position of a senior university lecturer and further to principal university lecturer. For more information about Aalto Lecturer career system: [\[url=https://www.aalto.fi/en/teaching-and-learning/lecturer-career-system\]](https://www.aalto.fi/en/teaching-and-learning/lecturer-career-system)<https://www.aalto.fi/en/teaching-and-learning/lecturer-career-system>.

#### About Finland

Finland is a great place for living, both with or without family: it is a safe, politically stable and well-organized Nordic society which is consistently ranked highly in quality-of-life studies. Helsinki has been praised as one of the world's most livable cities, e.g., by Monocle Magazine and in the Economist Intelligence Unit livability rankings. The World Happiness Report 2020 ranked Helsinki as the city with the highest well-being in the world. For more information about living in Finland:

[\[url=https://www.aalto.fi/en/services/why-finland\]](https://www.aalto.fi/en/services/why-finland)<https://www.aalto.fi/en/services/why-finland>

#### Contact Information

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

#### Contact

Finland