**Tenure Track Assistant Professor Position in Human Resources Management**

The DeGroote School of Business, McMaster University, invites applications for a tenure-track Assistant Professor position in the Human Resources and Management Area. The appointment will likely begin on July 1, 2020 although an earlier start date will be considered.

The ideal candidate will have strong training and research interests in Human Resources Management with expertise in Strategic HRM (e.g., HR planning, Compensation, High Performance Work Systems) and/or Talent Analytics. Training and research interests in Industrial Relations or micro-HRM would also be assets. Applicants must hold a PhD in Human Resources Management or related discipline (e.g. Industrial Relations, Industrial-Organizational Psychology) at the commencement of appointment. Responsibilities for this position include publishing in top tier research outlets, teaching in our undergraduate and graduate (i.e., MBA, EMBA, PhD) programs, doctoral supervision, and contributing to service and governance of the business school (e.g., serving on committees).

The successful candidate will develop and maintain a grants-supported program of research leading to publications in high quality journals. The DeGroote School of Business provides funding for research and conference travel, as well as a reduced teaching load during the first few years of the appointment.

The Department’s faculty members include Vishwanath Baba, Catherine Connelly, Rick D. Hackett, Benson Honig, Teal McAteer, John Medcof, Erin Reid, Joe Rose, Aaron Schat, and Willi Wiesner. Their research spans organizational behaviour, industrial relations, human resources management, organizational theory, technology management, and/or entrepreneurship. A sampling of the journals in which our faculty have published include Academy of Management Journal, Academy of Management Review, Strategic Management Journal, Organizational Studies, Organization Science, Journal of Management, Journal of Management Studies, Human Resource Management, Management Decision, Journal of Applied Psychology, Personnel Psychology, Journal of Organizational Behavior, and the Harvard Business Review. Several have served, or are currently serving, as Editor-in-Chief or Associate Editor, of influential journals in management, entrepreneurship, organizational behaviour and/or human resources management.

McMaster University prides itself on a strong culture of research, excellence in teaching, and community outreach. In 2018 it was ranked 86th (3rd highest of Canadian universities; top 10% globally) in the Academic Ranking of World Universities (ARWU); and 78th in the Times Higher Education World University Rankings (4th highest in Canada, top 10% globally). For the past two years, Research Infosource Inc. has evaluated McMaster University as Canada’s most *research intense* University. Three McMaster University Professors have been awarded the Nobel prize and 15 have won National 3M teaching awards. Also, McMaster’s “Forge” is a world-class incubator for business start-ups.

The DeGroote School of Business operates at two campuses, the McMaster University main campus in Hamilton, Ontario and a new state-of-the-art facility in nearby Burlington, Ontario, housing the MBA and executive programs. Successful candidates are expected to be active at both locations.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The search begins immediately and will remain open until the position is filled.

Please apply online via the McMaster Academic Careers website (<http://www.workingatmcmaster.ca/careers/>), (Faculty Postings, Job Opening ID: 20602), directing your application documents to:

Dr. Aaron Schat, Chair, Human Resources and Management Area

DeGroote School of Business, McMaster University

1280 Main Street West, Hamilton, Ontario, Canada L8S 4M4

Through the above noted on-line system, please submit a cover letter, statement of research and teaching interests, curriculum vitae, research samples (published articles or working papers), evidence of teaching effectiveness, and the names and contact information of at least three referees.

To comply with the Government of Canada’s reporting requirements, the University is obliged to gather information about applicants’ status as either Permanent Residents of Canada or Canadian citizens. Applicants need not identify their country of origin or current citizenship; however, all applications must include one of the following statements:

Yes, I am a citizen or permanent resident of Canada

No, I am not a citizen or permanent resident of Canada

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and, within the lands protected by the “Dish with One Spoon” wampum agreement.

In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration and diversity, and has a strong commitment to employment equity. The diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence. The University seeks qualified candidates who share our commitment to equity, diversity and inclusion. While all qualified candidates are invited to apply, we particularly welcome applications from women, persons with disabilities, First Nations, Métis and Inuit peoples, members of visible minorities, and LGBTQ+ persons. Job applicants requiring accommodation to participate in the hiring process should contact the Human Resources Service Centre at 905-525-9140 ext. 222-HR (22247) or the Faculty of Health Sciences Human Resources office at ext. 22207 to communicate accommodation needs.