

***** CALL FOR APPLICATIONS *****

OPEN RANK FACULTY POSITION

HEC PARIS: STRATEGY AND BUSINESS POLICY DEPARTMENT

The Strategy and Business Policy Department at HEC Paris invites applications for an open-rank faculty position based in Paris. The start date is September 2027. We seek candidates with doctoral training and a strong research orientation in one, or more, of the areas of Strategy, Entrepreneurship, Organization Theory, Economic Sociology, or closely related subfields. All applicants must either have a PhD degree or be expected to complete their PhD before September 2027. Applicants must be able to demonstrate their commitment to publishing research in the leading management journals. Knowledge of French is not required or expected. Compensation, research funding, and travel support are highly competitive, and similar to leading business schools in North America and Western Europe.

Application materials should be sent (as PDF attachments) to the Hiring Committee at: strategy-application@hec.fr. Complete applications should include a cover letter, CV, job market paper (you may also send sample publications or working papers, in addition), research and teaching statements, recent teaching evaluations if available, and three letters of reference. **The deadline for complete applications is September 15th 2026.**

We will be conducting a limited number of informal interviews at the Academy of Management (AoM) Meeting in Philadelphia. Interested applicants should send their cover letter, CV, and job market paper/working paper to strategy-application@hec.fr before July 12th 2026. An AoM interview is not a requirement for submitting a complete application, and your application will not be discounted if you choose not to apply for an AoM interview. Similarly, if you are not selected for an AoM interview we strongly encourage you to still submit a full application.

Department Overview

The Strategy and Business Policy Department is composed of 20 Research Faculty, 12 Education Track Faculty, and 1 Senior Research Fellow across our two campuses, in France and Qatar ([Faculty Directory](#)). Our faculty rank mix is well-balanced between untenured and tenured professors. Department professors have diverse backgrounds. Research faculty have disciplinary doctoral training in strategy, sociology, organization theory, applied and experimental economics, data analytics, and computational social science from leading universities worldwide. Department faculty are also part of the management team of several HEC research institutes, research centres, and research labs, including the [Sustainability & Organizations Institute](#) and the [Naos Lab for Leadership](#).

The department designs and runs multiple programs across the school, including the Master in Strategic Management, the MSc X-HEC Entrepreneurs (joint with l'École Polytechnique), the MBA Strategy Specialization, the MBA Entrepreneurship

Specialization, the PhD Strategy Specialization and the EMBA and TRIUM EMBA Strategy area curriculum.

Contact Information

For additional information about the position, please contact the Department Co-Chairs or the Hiring Committee. If you require assistance with your application or experience technical problems, please contact the Department Administrative Assistants.

Application Email: strategy-application@hec.fr

Department Co-Chairs:

John Mawdsley: mawdsley@hec.fr

Pierre Dussauge: dussauge@hec.fr

Hiring Committee:

John Mawdsley: mawdsley@hec.fr

Rodolphe Durand: durand@hec.fr

Aline Gatignon: gatignon@hec.fr

Michael Impink: impink@hec.fr

Department Administrative Assistants:

Nathalie Regnier: regnier@hec.fr, (+33) 1.39.67.72.68

Isabel Anaya Perez: anaya-perez@hec.fr, (+33) 1.39.67.72.51

Department

Website: <https://www.hec.edu/en/faculty-research/faculty-departments/strategy-and-business-policy>

Department Research Faculty: Yeonsin Ahn, Olivier Chatain, Ankur Chavda, Yasir Dewan, Rodolphe Durand, Pierre Dussauge, Aline Gatignon, Oliver Gottschalg, Marieke Huysentruyt, Michael Impink, Hyejun Kim, John Mawdsley, Denisa Mindruta, Leandro Nardi, Gonçalo Pacheco de Almeida, Nils Plambeck, Bertrand Quélin, Elie Sung, Georg Wernicke, and Matthew Yeaton.

Department Education Faculty, and Senior Research Fellow: Anne-Valérie Corboz, Bénédicte Faivre-Tavignot, Vincent Fraitot, Laurence Lehmann Ortega, Frédéric Leroy, Julien Levy, Pablo Martin De Holan, Hélène Musikas, Thomas Paris, Bertrand Pointeau, Michel Safars, Olivier Sibony, and Patricia Thornton.

About HEC Paris

Founded in 1881 by the Paris Chamber of Commerce and Industry, HEC Paris specializes in education and research in management science. As a leading academic institution in Europe and worldwide and the most prestigious French business school, HEC Paris offers a complete and highly selective range of programs for business students and executives – including MBA, EMBA, MiM, Specialized MSc, PhD, various Executive Education programs in France, Qatar, Saudi Arabia, Africa, and China. The school has over 170 professors, two campuses (France, Qatar) and trains over 4,500 students in degree programs and 8,000 executives every year. HEC Paris holds triple academic accreditation by AMBA, EQUIS, and AACSB. The school is an autonomous non-profit institution, privately governed and managed by a Board of Directors. Its shareholders are the CCI Paris Île-de-France, the HEC Foundation, and the HEC Alumni.

Mission and Values: The mission of HEC Paris is twofold: (1) to educate the global business leaders of tomorrow and (2) to excel at the production of knowledge in management science. What makes HEC Paris unique is its ambition to empower individuals through knowledge – its vision of education as an endogenous growth mechanism and a driver of social welfare through entrepreneurship and the creation of economic value. The school enacts its mission through a cutting-edge research environment, continuous pedagogical innovation, and close connections to the corporate world and its alumni network. HEC Paris is a non-discriminatory and equal opportunity employer and values diversity and pluralism, equity, inclusion, integrity and ethics, and collaborative work.

John Mawdsley
Associate Professor
HEC Paris
Jouy-en-Josas
