

## **Postdoctoral position in Management and Organization Theory, specializing in **organizational stigma, organizational scandals, and/or stigmatized (negative) emotions in institutional processes.****

Lille Economics and Management (LEM, CNRS) and IÉSEG School of Management invite applications for a **18-months, fully funded Postdoctoral position in Management** with the emphasis on **organizational stigma and scandal** at its **Paris** campus **starting in September 2019**.

The postdoctoral researcher will join a team led by **Professor Bryant A. Hudson** to work on multiple ongoing and new research projects whose objective is to conceptually and empirically expand the emergent academic understanding of the processes of organizational stigma and scandal, including their sources, outcomes, and audience/stake-holder responses, as well as the role of stigmatized (negative) emotions in institutional processes. The successful candidate will have the opportunity to engage in innovative research projects with high potential to get published in international peer-reviewed journals.

### **QUALIFICATIONS**

- Have a Ph.D. (or be close to completion) in management and organization studies or related disciplines. He/she is expected to possess strong conceptual and analytical (qualitative methods) skills and have a commitment to research excellence.
- Applicants should be completely fluent in English. Prior knowledge of French is not required.
- Experience in conducting theoretical and/or empirical research using conceptual and qualitative methods in one or more of the following areas is requested:
  - A. Organizational Theory broadly defined, such as social evaluations of organizations (status, reputation, stigma, celebrity), organizational identity and image, institutional theory, organizational narratives, practice theory, and other related areas. Awareness and use of dramaturgical, performativity, and organizational rituals perspectives is also desirable.
  - B. Strong training in qualitative methods, including interviewing, observation, and archival data collection, management, and analysis. The ideal candidate will have experience with feminist and post-modernist perspectives on qualitative methods.
- Ability to manage time, resources, data, and details of multiple projects is also required.
- Experience with external funding and grant application is a plus.

### **WORKING CONDITIONS**

The selected applicant is expected to begin his/her assignment in September 2019. Gross salary will be competitive with other European research and academic institutions. The researcher will be based in Paris (on the site of IESEG School of Management in La Défense).

### **RESEARCH TEAM**

The candidate will be working directly with Professor Bryant A. Hudson. He studies organizational stigma, stigmatized emotions in institutional processes, organizational scandals, and knowledge taboos in a variety of contexts, including gay and lesbian organizations, animal rights organizations, and major national industries. His work appears in the *Academy of Management Review*, *Academy of Management Journal*, *Organization Science*, *Organization Studies*, *Journal of Management Inquiry*, *International Studies in Management and Organization*, and *Organization*.

The candidate will also have the opportunity to work with other management and organizational studies faculty at IESEG and to engage with other prominent scholars in the Paris area. In addition, the candidate will have the opportunity to engage an international network of scholars specializing in the areas of organizational stigma and scandal and to engage in international scholarly network opportunities.

### **APPLICATION PROCEDURE**

Interested applicants need to send their application package, consisting of a cover letter including a statement that describes your motivation for working in this area, curriculum vitae, job market paper, and the names, affiliations, and email addresses of three referees (and possibly letters of recommendation). These materials should be merged into a single PDF document bearing the applicant's name and the reference code "**STIGMA-Postdoc**" reserved for this opening, and submitted by e-mail at [postdoc.recruitment@ieseg.fr](mailto:postdoc.recruitment@ieseg.fr)

For any further question, please contact us by e-mail.

### **APPLICATION DEADLINE**

April 30, 2019.

### **ABOUT LILLE ECONOMICS AND MANAGEMENT (LEM)**

- LEM is a research unit associating the CNRS (National Center for Scientific Research), the University of Lille and the Catholic University of Lille
- LEM comprises about 180 researchers and 80 doctoral students in economics, management and statistics.
- Research at LEM is multi-disciplinary in economics and management and is centered on societal issues.
- LEM is a young, internationally oriented and dynamic laboratory with a strong scientific ambition.

### **ABOUT IÉSEG SCHOOL OF MANAGEMENT**

- IÉSEG is AACSB, EQUIS and AMBA accredited and is a member of the "Conférence des Grandes Écoles."
- The IÉSEG Research Center is accredited by the French National Center for Scientific Research (CNRS).
- IÉSEG's faculty is very diverse with more than 40 different nationalities represented.