



FACULTY POSITION OPENINGS

The Academic Department of Management Sciences (DACG, by its Spanish acronym) of the Pontificia Universidad Católica del Perú (PUCP) seeks to hire:

Two (2) full-time *Tenure Track* for teaching and research in the areas of Finance, Human Resources or Marketing

EXPECTED PROFILE

Candidates must have a Ph.D degree from a prestigious university and a track record in teaching and research excellence in areas of the management science, and particularly in corporate finance, human resources, or marketing. They must also have the ability to publish in top journals and to participate in academic events of international scope.

The selected candidate is expected to take on undergraduate and graduate teaching responsibilities, to actively participate in the academic life of the DACG, and engage with the multidisciplinary community of professors, promoting a culture focused on excellence, collaboration, and innovation.

The selection process will focus on candidates' suitability for the position regarding their flexibility, communication skills, quality-results orientation, and the ability to collaborate and build positive relationships with students, colleagues, external peers, and public and private organizations.

The selected candidate will work as a teacher and researcher at the DACG, with a dedication of forty hours per week, 5 oriented to teaching (including regular classes and a thesis advisor role) and 35 oriented to research. The selected candidate should be oriented towards achieving results, academic excellence and the search for continuous improvement.

ELIGIBILITY

- Degree of Doctor or Ph.D. (focused on Administration, Management or related specialties). In the case that the diploma was issued abroad, it should have the revalidation or recognition of the academic degree, according to the Peruvian university law. Our institution would assist the selected candidate with this procedure.
- It is desirable to be under 35 years old.
- Research in the field of management and have evidence of indexed publications in Scopus or Web of Science.
- Have participated in refereed or indexed academic events in the last three (3) years.
- Proven experience and favorably assessed in higher education teaching.
- Willing to advise undergraduate or graduate theses.
- Oral and written communication proficiency in Spanish and English.
- Willingness to work in multidisciplinary teams.
- Expert in teaching-oriented digital platforms.
- Working under an annual development plan within the assignment term.

COMMITMENTS

By joining the DACG teaching team, the winning candidate will take on the following commitments and responsibilities:

Research commitments

- Top academic production indexed in Scopus or Web of Science or other productions approved by the PUCP's Vice-president for Research. The chosen candidate agrees to comply with one of the following three options:
 - Option 1: six original articles indexed in Scopus or Web of Science in Q1 or Q2 journals.
 - Option 2: a refereed book in an international publisher and three original articles indexed in Scopus or Web of Science (at least one in Q1 or Q2 journals. The other two may be published in Q3 journals).
 - Option 3: three original book chapters in an international peer-reviewed publisher and three articles indexed in Scopus or Web of Science in Q3 journals, where at least 1 is in Q1 or Q2.
- Dissemination of research works in at least one academic, face-to-face or on-line congress, refereed by an international scientific committee per year.

- Presentations of the progress of his/her research before the member professors of the DACG and at prestigious national or international academic events.
- Formulation and participation in projects with external funds.
- Active participation in the assignments from the Editorial Ccommittee of the DACG.
- Support in the organization of academic events of the DACG.

TEACHING COMMITMENTS

- Ten (10) hours of teaching per week in a year
Teachers of the Department of Management Science under the Tenure Track modality must complete a 10-hour workload per week in a year. At least 6 hours must correspond to regular courses in undergraduate programs in the School of Administration and Executive Management.
- Thesis advising.
Tenure track professors must be advisers of at least 2 undergraduate theses per year in the School of Administration and Executive Management.
- Maintaining a high performance according to the Faculty Opinion Survey [above the PUCP average]
Faculty members are committed to obtaining the highest scores according to the classification established by the University.
- Improvement of higher education teaching
If so determined by the evaluation committee or the Head of the Academic Department, the selected candidates may indicate how will be their further training in higher education teaching on their own initiative. They can participate in programs proposed by the university or other institutions.

PUCP AFFILIATION

The selected candidate agrees to specify the affiliation with the Pontificia Universidad Católica del Perú and with the Academic Department of Management Sciences, in all publications and presentations conducted in academic events.

EXCLUSIVITY

The selected candidate agrees that, during the assignment term, he/she will only have teaching hours at Pontificia Universidad Católica del Perú. In other words, teaching or researching in other university institutions (or equivalent) will not be allowed, unless as a visiting professor or visiting researcher.

INFORMATION FROM THE UNIVERSITY AND THE ACADEMIC DEPARTMENT OF MANAGEMENT SCIENCE

The Pontificia Universidad Católica del Perú is a plural and tolerant academic community, respectful of the right to freedom of conscience and religion, inspired by ethical, democratic and Catholic principles that provides a civic, humanistic, scientific and comprehensive education of excellence; contributes to extending knowledge by means of research and innovation at international level, promotes the creation and dissemination of culture and art, recognizing the multicultural nature of the country and, relates to the society and the environment in an effective and permanent manner, recognizing the diversity of the country and assuming its commitment to human and sustainable development.

The Academic Department of Management Science promotes the development of Management Science based on its faculty with a view to generating knowledge and transferring it through various training processes. From this on, it contributes to the development of knowledge for innovation and sustainability of organizations in Peru. Therefore, it is a priority purpose to create spaces for research, critical and ethical thinking, and social responsibility that nurture teaching. To learn more about the Academic Department of Management Science, visit: <https://departamento.pucp.edu.pe/ciencias-gestion/>

EMPLOYMENT BENEFITS

The chosen candidates may have access to the following benefits:

- Annual bonuses for scientific publications¹
- Annual bonuses for good performance as teacher.
- Financial support to be key note speaker and present his/her papers or research findings in international congresses.
- Possibility to procure financing for research projects through the Annual Project Bidding Contest.
- Discounts in courses and academic programs of the University.

¹When their publications exceed the number specified in the commitments.

DOCUMENTS TO BE SUBMITTED

Applicants should send the file for application to the following e-mail: departamentogestion@pucp.pe, indicating in the Subject: Application for DACG Tenure Track

THE FILE FOR APPLICATION SHOULD INCLUDE THE FOLLOWING DOCUMENTS:

- a. Curriculum Vitae with supporting documents²
- b. Scanned copies of degrees and/or titles awarded³
- c. Personal cover letter which states the motivation of suitability and interest in the position.

Document kept on two pages at most in A4 size, addressed to the Head of the Academic Department, which states:

- Presentation of academic history.
- Position and institution to which the candidate belongs at present.
- Line of research.
- Main academic and professional achievements.
- Interests and motivations to apply for the position.
- Commitments to fulfill if hired by the University.
- Projection as professor at the University.
- List of documents attached.

- d. Statement on research interests (Research Statement)

Document kept on two pages at most in A4 size, which states:

- Review about his/her interest in research.
- Skills developed for research.
- Topics and lines of research.
- Summary of research works, indicating his/her most representative works.
- Research groups or networks where he/she belongs.
- Main academic congresses where his/her research works were presented.
- Research projects and future research desired to develop at the University if chosen. Likewise, it must be indicated how funds will be raised to carry them out.
- List of publications made to date in descending order.

- e. Three most representative publications of his/her line of research (e.g. what the

²The CV template can be reviewed in Annex 1, at the end of the document.

³If the chosen professor has been awarded with academic titles or degrees in a foreign university, they should be validated according to the Peruvian university law before the signing of contract.

commission proposed)

Articles do not necessarily have to be published, they may have been accepted and have a publication date.

- f. Evidence of participation in academic events.
- g. Statement on teaching experience (Teaching Statement)
Document kept on two pages at most in A4 size, which states:
 - Personal concept of teaching his/her subject.
 - Experience in university teaching.
 - What are your teaching strategies? plus a reflection of why these strategies are used.
 - Strengths and aspects of improvement in university teaching.
 - What courses or topics related to your subject would you like to teach at the University?
 - In addition, submit a report of the latest evaluation results of your teaching performance.
- h. At least two letters of recommendation in research by two researchers or university professors with whom you have worked.
- i. Reference contacts of professors with whom he/she has researched.

EVALUATION PROCESS

The evaluation of candidates will be carried out by an evaluation committee made up of professors from the Academic Department of Management Science and invited doctors and researchers.

The selection will be developed in three stages:

- Review of documents submitted; e.g., CV, cover letter, research statement, teaching statement, among others.
- Competence assesment in teaching and research, which will be carried out through an interview and the presentation of a model class, a seminar and/or conference.
- Psychological evaluation. The characteristics, qualities and competencies of candidates will be analyzed in order to have the profile of each of them. The evaluation will be carried out by specialists and will not be part of the evaluation score.

TIMELINE:

- Deadline for applications: **from March 8 to April 30, 2021 at 6 pm.** by e-mail: departamento.gestion@pucp.pe
The resume must have supporting documents and be organized according to the [CV template](#) (Annex 1)
- Publication of the evaluation results of the submitted documents: May 14.
- Competence assesment in teaching and research: May 17 to 26.
- Publication of the results of competence assesment in teaching and research: May 28.
- Psychological evaluation: May 31 to June 4.
- Publication of the selected candidates: June, 2021.
- Recruitment is expected to be on **August 1, 2021**
- For any questions, send an e-mail to: departamento.gestion@pucp.pe

The work will be carried out on the campus of Pontificia Universidad Católica del Perú, Avenida Universitaria 1801, San Miguel Lima, Peru. When returning to on-site work.

APPENDIX 1

FULL NAME

1. Academic degrees

University education

Name of academic degree

University

Thesis

Complementary studies

Graduate diplomas

Specialization course

2. Teaching (in the last 5 years)

Undergraduate program

Graduate program

Thesis advising

3. Research (in the last 5 years)

Research projects

Academic publications

Refereed academic events

Other achievements in research

Awards, scholarships, among others.

4. Professional experience (in the last 5 years)

Date Position

Institution

Main duties (maximum 4 lines)

5. Additional relevant information

Work plan for the three-year Tenure Track assignment⁴

- Teaching
- Research
- Academic-administrative management
- University Social Responsibility and Relationship with the environment

Contact details:

E-mail:

Phone:

⁴It is suggested to prepare a Gantt chart in two (2) pages at most.