

**Professor of Organizational Behavior & Human Resources
Management
at Nova School of Business and Economics
Carcavelos, Portugal**

Nova School of Business and Economics invites applications for open-rank (Assistant, Associate, or Full Professor) research tenure track faculty positions in the field of Organizational Behavior & Human Resources Management. This position is within the Management & Organizations sub-area.

Position: 2 open-rank (Assistant, Associate, or Full Professor) research tenure track positions in the field of Organizational Behavior & Human Resources Management

Starting date: 1 September 2026

Requirements: Candidates should have a Ph.D. degree, or have defended their doctoral dissertation, in Human Resources Management (HRM), Organizational Behavior (OB), or in a closely related field, before the start date. Candidates should demonstrate research excellence in the field of HRM and/or OB. Candidates should have high-quality research output commensurate with the rank for which they are applying. Teaching experience is required for associate and full professor applicants. Preference is for candidates who have HRM expertise and can impart this to our students in the form of courses such as Human Resources Analytics, Personnel Selection, Talent Management, Global Human Resources, Human Resources Analytics, or other HRM- or OB-related offerings. And preference is for candidates qualified to be hired at the Associate rank, although others will be considered.

The selected candidate will contribute to research and teaching excellence at Nova SBE. Senior-level (Associate and Full) hires will be expected to mentor junior colleagues and contribute to service at the University.

Application details:

Applications are to be submitted [HERE](#) by the 20th of February, 2026. They should include:

- 1-page cover letter
- Updated CV
- A published or working paper representative of one's area of expertise, topically and methodologically
- Statement of research
- 3 referees, whom we may contact for a reference letter at a later stage

Applicants successful in the first stage of recruitment will be contacted to confirm travel arrangements for flyout visits in March.

School description: Nova School of Business and Economics (Nova SBE) is a triple-accredited institution (AACSB, EQUIS and AMBA) offering programs in management, economics, and finance at the undergraduate, masters, MBA, and doctorate levels. The school provides an international research environment and consistently ranks among the top business schools in Europe.

To support the development of a research-oriented career, Nova SBE provides a very balanced teaching workload, compensation competitive with other business schools in Europe, and research-supportive incentives. English is the working language of the school and knowledge of Portuguese is not a requirement. General details about working at Nova SBE to be found [here](#).

Additional information can be obtained from:

Professor Marco Berti (marco.berti@novasbe.pt)

Professor Jenny M. Hoobler (jenny.hoobler@novasbe.pt)

Faculty Affairs Department (faculty.affairs@novasbe.pt)

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The conditions of employment comply with the terms of Regulation no 409/2018 of 20 June, and the Labour Code, approved by Law no 7/2009 of 12 February, with subsequent amendments ("Labour Code"). Salary is subject to training and experience and may vary depending on the category (Assistant, Associate or Full) and career stage and based on a full-time contract of 35 hours. Favourable tax agreements may apply to non-Portuguese applicants. Nova SBE has attractive employment conditions, which include a holiday and Christmas allowance and a generous number of vacation days.