



Grenoble INP - UGA is a member of international engineering and management education and research networks. It is widely recognized in national and international rankings.



8 schools + 38 laboratories

8 350 students

1 300 teaching, research, administrative and technical staff

Grenoble INP-UGA is a renowned public institution of higher education and research, and a major player in the Grenoble ecosystem. It is the engineering and management institute of Grenoble Alpes University, and plays a leading role in the scientific and industrial community.

Associate Professor

Research profile field	GRH-RSE
Requested job profile	Associate professor
Ministerial reference for the position	06 MCF 0360
CNU Section	06
Job location	Grenoble and Saint Martin d'Hères campus (PHELMA – CERAG laboratory)
Hiring date	01/09/2024 (DD/MM/YY)
keywords	Corporate Social Responsibility, transformations in work and management, organization theory, human resources

Grenoble INP - UGA is a leading public institution accredited with the French label "Initiative d'excellence". It offers innovative engineering and management programs, with an increasing internationalization of its course offers. The courses are grounded in sound scientific knowledge and linked to digital, industrial, organizational, environmental and energy transitions. The Engineering and Management Institute of Grenoble Alpes brings together more than 1300 staff members (teacher-researchers, lecturers, administrative and technical staff) and 8 350 students, located on 8 sites (Grenoble INP - Ense3, Grenoble INP - Ensimag, Grenoble INP - Esisar, Grenoble INP - Génie industriel GI, Grenoble INP - Pagora, Grenoble INP - Phelma, Polytech Grenoble, Grenoble IAE and the INP Prepa). Grenoble INP is also a highly-ranked institution of higher education and research, leading the way in the fields of engineering and management on an international scale. It is a member of a large number of international academic and research networks. It is part of the European University UNITE!.

As part of Grenoble Alpes University, Grenoble INP has associated guardianship of 38 national and international research laboratories and of technological platforms. The research conducted there benefits both its socio-economic partners and its students. Grenoble INP is at the heart of the following scientific fields: physics, energy, mechanics and materials; digital; micronanoelectronics, embedded systems; industry of the future, production systems, environment; management and business sciences.

Grenoble INP - UGA is an equal opportunity employer committed to sustainability. Grenoble INP-UGA celebrates diversity and equity and is committed to creating an inclusive environment for all employees. All qualified applications will be considered without discrimination of any kind.

Teaching

School: Grenoble INP - Phelma

School website: <https://phelma.grenoble-inp.fr/>

Contact: alice.caplier@grenoble-inp.fr

School presentation:

Grenoble INP Phelma is an engineering school of the Grenoble Polytechnic Institute. It offers students a wide choice of courses at the cutting edge of scientific and technological progress: micro & nanotechnologies, instrumentation, energy, innovative materials, information technologies, biomedical engineering, process engineering and the environment. It welcomes more than 1,400 students in 11 engineering courses, including one apprenticeship, and a dozen masters courses. The teaching staff is made up of around one hundred full professors and over 300 part-time lecturers. The administrative and technical staff numbers around fifty. The school has two sites: the Minatec site in Grenoble and the university campus in Saint-Martin d'Hères. While reaffirming its three main pillars of physics, electronics and materials, Phelma is ensuring that the training of its engineering students and masters students evolves in line with changes in careers, linked primarily to the energy transition and the digital transition.

Teaching Profile:

The teaching associated with this post is in the field of human and social sciences, as well as socio-ecological transitions and CSR. This teaching will be given to students who are not specialists in the field of management. As future managers in business or research, Phelma students need to be trained in management, CSR, societal transitions and all related subjects.

The associate professor will teach courses in team management, management and new forms of work relations, the social challenges of CSR, etc., mainly in the final year of engineering school, through initial training and apprenticeships.

In addition to his or her teaching duties, he or she will be required to run workshops to prepare 3rd year students for their entry into the world of work, and will be able to support 1st year students as part of the 'Personal Professional Project' course. he or she will also be responsible for coordinating training sessions for students provided by the professional world, such as 'Mock interviews' and 'Correcting CVs and covering letters', in which she or he may also be involved.

In particular, the position requires a high level of involvement in terms of teaching responsibilities (Socio-Ecological Transitions and Corporate Social Responsibility teaching module, with a team of 9 teachers), including the recruitment of temporary teaching staff on these subjects and the management of their teams. It also involves developing and maintaining relationships with companies, whether or not they are Phelma partners, and with the Grenoble ecosystem.

In addition, Grenoble INP has developed a Humanities and Pedagogy Department, which includes the Enterprise and Innovation Unit (CEI), so it will be essential to work closely with this unit by attending the associated coordination meetings.

Finally, as Phelma is part of the INP engineering and management institute group, the associate professor will also be able to work part of the time at the Grenoble Institute of Business and Enterprise.

Research

Host laboratory: CERAG

Laboratory website: <https://www.cerag.org/>

Contact: annick.valette@univ-grenoble-alpes.fr

Laboratory presentation:

CERAG (Centre d'Etudes et de Recherches Appliquées à la Gestion) is the UGA's research unit dedicated to management sciences. All management disciplines are represented (finance, accounting, information systems, human resources management, strategy, marketing, logistics).

The CERAG laboratory is structured around three research areas, in line with the IDEX project and the CERAG ecosystem: Anticipation and Risk Management (AGR), Responsible Behaviour and Societal Issues (CRES) and Innovation and Organisational Complexity (ICO). These areas deal with the major management issues facing contemporary society: risk and resilience, adaptation and encouraging socially responsible behaviour, innovation and complex transitions. These issues are addressed through the subjects that make management sciences so special:

- markets, in particular their regulation, security and information practices;
- organisations, and in particular decision-making, governance, collaboration and innovation processes at various stages of development, creation, growth and maturity;
- individual and collective behaviours, in particular usage, consumption, work and management behaviours;
- and finally, management tools, which are both resources and constraints for management activities. The spectrum is wide: digital tools, accounting information systems, HRM instruments, etc.

CERAG members conduct their research using a variety of data collection methods. These may be qualitative (individual or group interviews, observations), quantitative (surveys, use of databases) or modelling. They are involved in partnership research in response to private (companies, professional associations, trade unions, etc.) or public (Ministry of Labour, Industry, Health) requests, or more fundamental research.

Finally, the laboratory is committed to measuring and reducing its carbon footprint through the labo 1.5 approach.

Research Profile:

The successful candidate, an expert in human resources management or organisational management, should be able to fit into one of the following CERAG themes: Responsible behaviour and societal issues or Innovation and organisational complexity. The laboratory is looking to recruit a colleague whose research focuses on supporting ecological and social transitions.

The work related to the research themes may be varied: HRM and societal responsibility of organisations, understanding and promoting responsible individual and organisational behaviour, alternative forms of organisation in response to societal responsibility issues, transformations of work and quality of life at work, ethics and organisation, transformations of work and ecological and social impacts, management and social innovations, collaboration of distributed teams.

The successful candidate will play an active role in the development of CERAG's themes, and will develop and lead research projects at local, national and international level. Interdisciplinary approaches, in synergy with other human, social and engineering sciences, are welcome. Similarly, research relationships with foreign teams will be considered as a significant contribution to the laboratory.

The research must lead to an activity of valorization, in particular by classified publications, in French and in English. All publications, from the date of taking up the post, must be signed in accordance with the current charter for the unique signature of Université Grenoble Alpes publications.

The successful candidate will be encouraged to participate in the laboratory's carbon footprint reduction team.

The research activity presented in the application must be proven, in particular by international publications.

Specific requirements

The ability to teach in English is essential but the majority will be in french, as a number of the school's courses are taught exclusively in English. International experience would be an additional advantage.

Corporate experience would be a plus. Experience of teaching students who are not specialists in the human sciences would also be a plus.

Administrative duties

The associate professor will be responsible for organising all teaching in the field of management, CSR and related activities, in particular teaching for apprentices and teaching for 3rd year engineering students, in collaboration with Grenoble INP's Humanities and Pedagogy Department.

Special features of the post

Teaching may be provided on an undifferentiated basis at the school's 2 sites: Grenoble and St Martin-d'Hères.

How to apply

Applicants must submit their applications on the Galaxie Platform of the French Ministry of Higher Education and Research from the 22nd of February 2024, 10 a.m. (Paris time zone) to the 29th of March 2024, 4 p.m. (Paris time zone), deadline.

Any document sent outside the Galaxie procedure will not be taken into account.

The interview will include simulation/situational exercises.

The details will be communicated when the invitation is sent out. In addition, part of the interview may be carried out in English.