



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 + **39** laboratories

8 300 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.

University Professor Position

Short profile	CSR Management
Body	University Professor
Position number	06 PR 8043
CNU Section	06
Location	Grenoble
Date of recruitment	01/09/2023
Key words	Corporate Social Responsibility, human resources management, management of organizations, transformations of work, management and governance, socio-ecological transitions

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 8300 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 39 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 s 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/>

Contacts : patrice.petitclair@phelma.grenoble-inp.fr

Grenoble INP Phelma is an engineering school within the Grenoble Institute of Technology. It offers its students a wide range of courses at the cutting edge of scientific and technological progress: micro and nanotechnology, instrumentation, energy, innovative materials, information technology, biomedical engineering, process engineering, and environmental engineering. It enrolls more than 1,400 students in 11 engineering programs, one of which is an apprenticeship program, and a dozen master's programs. The teaching staff is made up of about 100 full professors and over 300 part-time lecturers. The administrative and technical team consists of about fifty employees. The school operates on two sites, the Minatec site in Grenoble and the university campus in Saint-Martin d'Hères. Phelma's three main pillars - physics, electronics, and materials - are firmly anchored in the school's mission. The school's engineering and master's programs are evolving to keep pace with the changing needs of the industry, especially in the areas of energy and digital transition.

Teaching Profile:

The teaching activities for this position are in the field of humanities and social sciences, as well as socio-ecological transitions, and CSR. These courses are to be taught to students who are not specialists in the field of management. Phelma students are expected to be trained in management, CSR, societal transitions, and related topics.

The new professor will teach team management, organizational management, and labor relations. He/she will also participate in raising students' awareness of the ethical, social and environmental challenges of the engineering profession, and more generally of the company, etc., primarily in the final year of engineering school, both in initial training and through apprenticeship.

The newly recruited professor, in addition to the teaching activities to be carried out, will be required to lead activities to prepare 3rd year students for entry into the job market, and will be able to coach 1st year students as part of the "Personal Professional Project" course. He/she will coordinate the training sessions for students provided by the professional world, such as "Simulated interviews", "Corrections of CVs and cover letters", in which he/she may also participate.

The position requires a strong involvement in terms of pedagogical responsibility (Socio-Ecological Transitions and Corporate Social Responsibility teaching module, with a team of 9 teachers), including the recruitment of part-time lecturers on these subjects and the coordination of their team.

In addition, the faculty member has the responsibility of developing and maintaining relationships with companies, both Phelma partners and non-Phelma partners, and with the Grenoble ecosystem. Grenoble INP has developed a cross-disciplinary teaching department, which includes the Enterprise and Innovation Unit (CEI). It is therefore useful to build ties with the CEI and perhaps to give courses there.

Research

Laboratory: CERAG.

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

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

The CERAG (Centre d'Etudes et de Recherches Appliquées à la Gestion) is a research unit of the UGA dedicated to Management Sciences. Consequently, all fields of management are involved (finance, accounting, information systems, human resources management, strategy, marketing, logistics).

The CERAG laboratory is organised into three research areas, in line with the IDEX project and the UGA eco-system: Anticipation and Risk Management (AGR), Responsible Behaviour and Societal Issues (CRES) and Innovation and Organisational Complexity (ICO). These areas address important management issues in contemporary society: risk and resilience, adaptation and fostering socially responsible behaviour, innovation and complex transitions.

These challenges are tackled by means of objects that are specific to management sciences:

markets, in particular their regulation, security and information practices

organisations, and in particular the processes of decision-making, governance, collaboration and innovation at various stages of development, creation, growth and maturity

individual and collective behaviour, in particular usage, consumption, work and management behaviour

and finally, management tools, which are both resources and constraints for management activities. It covers a wide range of issues, including digital tools, accounting information arrangements, HRM instruments, etc.

CERAG members conduct their research using a variety of data collection methodologies. The data can be qualitative (individual or group interviews, observations), quantitative (surveys, 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. The laboratory is also 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 organizational studies, must be able to work in one of the following CERAG's thematic areas

- Responsible behaviors and societal issues
- Innovation and organizational complexity

The work related to these themes can be varied: HRM, societal responsibility of organizations, understanding and promoting responsible individual and organizational behavior, alternative forms of organization in response to societal responsibility issues, work transformation and quality of life at work, ethics and organization, management and social innovations, management of complex teams, understanding of interactions between individual, collective and organizational trajectories in contexts of promoting societal responsibility of commercial and non-profit organizations.

The successful candidate will play an active role in the advancement of the topics covered by CERAG, and will develop and manage research projects at local, national and international levels. Interdisciplinary approaches, in synergy with

other humanities, social sciences and engineering sciences are welcome. Similarly, collaborative partnerships with international teams will be welcomed as a significant contribution to the laboratory.

The research activities are expected to generate value, in particular through classified publications, in French and in English. All publications, as from the start of the position, must be signed in accordance with the current charter for the unique signature of publications of the Université Grenoble Alpes.

The candidate will be invited to take an active part in the team responsible for reducing the laboratory's carbon footprint.

Position assigned to a restricted area: NO

(Protection of the nation's scientific and technical potential, making the appointment of the lecturer-researcher conditional to the authorization of the Defense Security Officer).

Specific requirements and conditions

Proficiency in teaching in English is required, as a number of the school's courses are only taught in English. In addition, previous international experience is an undeniable asset.

Corporate experience is a plus. Experience teaching non-specialist students in the humanities and social sciences would also be a plus.

Administrative activities

The professor recruited will be in charge of all the organization of the teaching in the field of management, CSR, and related activities, in particular for the teaching of apprentices and for the teaching of 3rd year engineering students, in collaboration with the Grenoble INP Department of Transversal Teaching.

Specificity of the position

The teaching activities can be carried out on the two locations of the school: Grenoble and St Martin-d'Hères.

Collaboration with the teaching team of the Grenoble INP Cross-disciplinary Teaching Department may lead to teaching in other Grenoble INP schools.

How to apply

Applications are to be submitted on the Galaxie platform of the French Ministry of Higher Education and Research between the 23rd of February 2023, 10:00 a.m. (Paris time) and the 30th of March 2023, 4:00 p.m. (Paris time), 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 conducted in English.