

# HEC MONTRÉAL

***THE FUTURE OF BUSINESS***

**POSTDOCTORAL  
OPPORTUNITY**

**WITH THE “TOP EXECUTIVES  
AND STRATEGIC  
MANAGEMENT HUB”**

# POSTDOCTORAL OPPORTUNITY

With the “Top Executives and Strategic Management Hub”

**Location:** Montreal, Quebec, Canada

**Start Date:** Summer or Fall 2021

**Application deadline:** Position is open until filled. Only short-listed candidates will be notified. Several positions available.

**Salary:** To be negotiated

**Duration:** 1 year, with possibility of extension subject to performance and funding

## Position:

HEC Montreal is seeking a talented post-doctoral fellow to participate in an exciting collaborative project to study various aspects of CEO and top management teams’ work, under the guidance of Professor Alaric Bourgoïn or Professor Denis Chênevert.

HEC Montreal has recently created a one-of-a kind research center bridging together former and actual CEOs of leading Canadian organizations, with professors in Strategy, Organizational Behavior and Organizational Theory. This research center will benefit from unparalleled access to Canadian CEOs and top executives thanks to its wide network of participants. The aim of the center is to offer relevant insights to the new generation of CEOs through the production of cutting-edge research on three broad themes:

- The CEO as an individual (personality, work-life balance, image and status, gender, etc.)
- The CEO as an architect at the top (strategic orientations, dynamic capabilities, change capabilities, cultural change, etc.)
- The CEO as a leader of the top management team dynamics (TMT, strategic dialogue, strategy as practice in meetings, collective decision making, etc.)

The project is interdisciplinary and involves close collaboration with a small group of HEC Montréal scholars with strengths in both qualitative and quantitative methods. These researchers include, among others: Alaric Bourgoïn, Denis Chênevert, Linda Rouleau, Louis Hébert, Kevin Johnson, Russell Fralich, Marie-Ann Betschinger, etc.

## CANDIDATES:

The ideal candidate should be highly self-driven, motivated, and interested in participating in the early-stage structuration of a new research center dedicated to the study of CEOs’ work. Applicants must have completed a Ph.D. in a relevant discipline (e.g., Strategy, Management, Sociology, Economics, Psychology, Human Resources, etc.) within the last three years and demonstrate potential to publish in highly ranked journals on themes aligned with those of the center. They should also have experience in all aspects of qualitative and/or quantitative study research, including skills in building and managing a database of research materials; experience with observation and interview techniques, familiarity with data coding; facility in using interpretive methods; and the preparation of manuscripts in cooperation with supervisors. In addition, they should have fluency in written and spoken English, the ability to work cooperatively, and strong organizational skills.

**For prompt consideration, please email the following items to Alaric Bourgoïn at [pole.3ds@hec.ca](mailto:pole.3ds@hec.ca):**

- Cover letter (outlining your research interests and suitability for this opportunity)
- CV
- PDF of recent publications or manuscripts ready for submission
- Contact information for 3 references

## ABOUT HEC MONTREAL

Quebec business leaders founded HEC Montréal at the turn of the 20th century to help francophones assume the levers of business and economic power in their own province. Since then, HEC Montréal has asserted its leadership as a dynamic player in its own community, where it remains deeply rooted, as well as on the world stage.

Drawing on a remarkable pool of world-class teachers and researchers — experts in every field of management — the School plays a key role in advancing society through groundbreaking teaching that integrates innovative content and methods at all levels; pioneering research that continuously pushes the boundaries of management science; and fruitful partnerships that enable the transfer of new knowledge and fresh perspectives. As testimony to its excellence, HEC Montréal was the first business school in North America to be awarded the three most prestigious international accreditations in its field (see the school rankings here: <https://www.hec.ca/en/about/rankings/rankings.html>).

At the crossroads of continents and cultures, the School has earned a high reputation in French-speaking countries and indeed throughout the world. Rooted in a multilingual and multicultural environment, it extends its networks of collaboration and influence across borders to give students a learning experience that faithfully respects today's globalized business world (discover the resources available for Ph.D. and post-doc students here: <https://www.hec.ca/en/programs/phd/phd-management-strategy-and-entrepreneurship/index.html>).

[www.hec.ca](http://www.hec.ca)