

## CALL FOR THE POSITION OF ACADEMIC IN THE AREA OF PERSONNEL

The School of Business and Economics at the **Pontificia Universidad Católica de Valparaíso** (PUCV) invites PhDs in Psychology, or related disciplines, to apply for the position of full-time Associate Professor in the Area of Personnel, or Human Resources, to perform mainly functions in research and teaching.

According to the current Academic Staff Regulations, the category of **tenure-track position** provides an instance for evaluating whether the person meets the conditions required for full academic life, as well as their potential and qualities for service to the mission and identity of the University. A successful hire will have the opportunity to be promoted to the permanent category of “*Profesor Jerarquizado*” (Professor), after annual evaluations over a period of 4 years.

The School of Business and Economics, founded in 1955, seeks to enhance its excellence in research and teaching, especially in its outstanding programs in *Ingeniería Comercial* (Business Engineering), the new undergraduate program in Business Administration, the MBA (Valparaiso-Santiago-Punta Arenas), and two other Masters in collaboration with other schools of the University and universities abroad. In 2021, a new modern campus has been inaugurated in the *Recreo* area (Viña del Mar). Applications for its friendly working environment are now being accepted.

### STAGES OF THE PROCESS

- Publication of the competition: December 2021
- Deadline for receipt of applications: February 25, 2022
- Tentative date of communication of competition results: March 2022

### DESCRIPTION OF THE POSITION (CODE ENE-PE)

- A full-time academic (44 hours per week) carries out research activities, participates in community outreach, performs undergraduate and graduate teaching.
- Start of academic activities: May 2022, unless a different date is determined based on existing HR practices.
- Place of work: mainly Campus Recreo, Viña del Mar, without prejudice that the academic must develop academic activities in other campuses of the University.
- Undergraduate and graduate teaching experience in the area of Personnel or related disciplines is desirable.

- Desirable to have publications, WoS or Scopus, in the area of Personnel or related disciplines, in the last 5 years.
- Desirable to have presented papers in scientific conferences in the last 3 years.
- Desirable good teaching evaluations, according to questionnaires/reports from undergraduate students.

### **REQUISITES**

1. PhD degree in Psychology or related disciplines, with a thesis in the area of Personnel, from a national or foreign university.
2. Experience in research projects.
3. For teaching, an advanced command of English and, for applicants who do not speak it natively, an adequate level of Spanish.
4. Motivation letter addressed to the Director of the School, including a proposal of research achievements for the first 2 years (maximum 1,500 words).
5. Two confidential letters of recommendation, sent directly by the recommenders to the Director of the School of Business and Economics, PUCV.
6. Updated CV.
7. Copies of the documents that support the first 2 requirements.

### **PROFILE AND FUNCTIONS ASSOCIATED WITH THE POSITION**

Applicants must develop high quality undergraduate and graduate teaching activities in the area of Personnel, in accordance with the educational model of the PUCV.

Each candidate is expected to develop research individually and in collaboration with interdisciplinary teams, resulting in research projects and scientific publications oriented to the achievement of results according to the School's policy.

Each candidate should develop outreach and dissemination activities relevant to both their field of interest and to the University, in accordance with institutional policies. Full availability is required.

### **SKILLS REQUIRED FOR THE POSITION**

- Technical expertise in the area of Personnel.
- Ethics, honesty and transparency.
- Proactivity, initiative and self-management.
- Organizational vision and team integration.
- Assertiveness and impactful communication.
- Executive agency and tolerance to working under pressure.
- Commitment to the University and its principles.

## APPLICATION AND SELECTION PROCESS

- Pre-selection: the Search Committee will carry out the pre-selection based on the background information provided by the applicants and the requirements established in this call for applications.
- Pre-selected candidates will be interviewed by the Search Committee, and evaluated by the human resources teams.
- The School will propose the hiring of a Ternure-track position to the Rector's Committee.
- The Rector's Committee will decide the result of the competition.
- The selected professor will be hired on a full-time basis in the category of Ternure-track position. The initial hiring of the selected professor will be for a fixed term, with annual renewal for up to four years, subject to evaluation. Renewal will depend on performance in terms of scientific productivity and evaluation of results in teaching and research. At the end of the probationary period, candidates may be promoted to the permanent category of "*Profesor Jerarquizado*" (Professor).
- The Pontificia Universidad Católica de Valparaíso reserves the right to declare the competition void.
- It is the responsibility of each applicant to attach all the information required for the application to the position.

Background information should be sent in pdf format to the Director of the School of Business and Economics, until 02/25/2022, via e-mail to: [concurso.academico.ene@pucv.cl](mailto:concurso.academico.ene@pucv.cl) citing the Code ENE-PE.