

**JOB TITLE: ASSISTANT/ASSOCIATE PROFESSOR IN INFORMATION SYSTEMS**

**REPORTS TO: DEAN OF CAMBRIDGE JUDGE BUSINESS SCHOOL**

### Background

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Cambridge Judge Business School (CJBS) seeks to appoint an outstanding scholar to contribute to the development of the Organisational Theory & Information Systems (OTIS) subject area. The position offers the opportunity to become a leading member of a highly visible group of qualitative researchers within a world-class university, and the chance to interact with business leaders and public policy makers at the highest level.

Since 1990, Cambridge Judge Business School forged a reputation as a centre of rigorous thinking and high-impact education, situated within one of the world's most prestigious research universities, and in the heart of the Cambridge Cluster, the most successful technology cluster in Europe. The Business School pursues innovation through inter-disciplinary insight, its entrepreneurial spirit and its collaborative ethos. Cutting edge research is rooted in real-world challenges. Undergraduate, graduate, and executive programmes attract creative thinkers, thoughtful and collaborative problem-solvers, and current and future leaders, drawn from a huge diversity of backgrounds and countries. The close proximity to London facilitates collaboration with top global corporations, non-governmental organisations (NGOs) and national and international policy-making institutions.

### The role

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The role holder will take a strategic role in developing and growing their field in the Business School, including developing relationships in teaching and research with other parts of the University, as may be appropriate. They will make their mark by working in collaboration with their colleagues to develop and realise a long-term vision for their specific area of expertise.

### Main responsibilities

#### Research

The role holder will produce original research of the highest calibre and foster the development of a vibrant and productive research culture in their subject group, based on Cambridge Judge's core values of academic excellence, collaboration and engagement, and impact. Substantial investments in the Business School's 10-year plan, including PhD scholarships and an earmarked Distinguished Visiting Professor scheme, support the development of an exciting research environment. Cambridge is a draw for excellent PhD students from all over the world.

## Teaching

Teaching at Cambridge Judge Business School involves curriculum design, lecturing, seminars, and both individual and group supervision. The successful candidate will teach MBA and Executive MBA (EMBA) students, as well as research and professional Masters students and undergraduates. Over time, they will also engage with practicing managers in Executive Education.

We are particularly interested in candidates who can contribute significantly to teaching in the area of digital innovation, due to high and growing student demand for such courses.

The teaching load at Cambridge is generally lighter compared to most business schools in the US and Europe. Courses are divided into three terms, each lasting only eight weeks, making them shorter than the semester-length courses at other universities. Teaching arrangements vary among faculty, with newly appointed faculty receiving a reduced initial teaching load. Typically, faculty schedule their lecture-style teaching in at most two of the three terms.

Newly appointed faculty at Cambridge Judge Business School, who are teaching for the first time, usually have a teaching load of 30 points (or equivalent) in their first year. This increases to 50 points in the second year and 70 points in subsequent years. Faculty with prior teaching experience are required to teach 60 points in their first year, followed by a steady 70 points per year thereafter. One point equates to a 1-hour classroom interaction, with additional allocations for project and thesis supervision.

## Executive Education

There are many opportunities to enhance the basic salary by taking on additional teaching responsibilities, including those in Executive Education. Executive Education is a continuously growing activity at Cambridge Judge Business School. Faculty are encouraged to leverage this platform to disseminate their research and expertise to companies, using it as a means to achieve a visible impact on business practice.

## Administration

Administrative duties are distributed equitably among faculty members. If faculty take on significant administrative roles within Cambridge Judge Business School, their teaching load is appropriately reduced. While you will be expected to undertake some administrative responsibilities, every effort is made to minimise these before tenure.

## The person

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Academic excellence is key for us. Candidates must possess a PhD, demonstrate a strong commitment to research, and have an established international presence with a robust academic reputation in their field. The successful candidate will have published impactful research and will contribute to the intellectual leadership of the Organisational Theory and Information Systems subject group at the Business School, with a particular focus on Information Systems/Digital Innovation.

Depending on the candidate's experience, the appointment will be made at either the Assistant Professor or Associate Professor level. Evidence of intellectual excellence is a crucial criterion for appointment at all levels.

The ideal candidate will have a proven research record in one or more of the following areas, which are neither exclusive nor exhaustive:

- Digital technology/AI and its interaction with work and organisations.
- Themes/contexts such as “digital social innovation,” “digital/data governance,” “digital entrepreneurship,” and “digital health” are welcome.
- Complementary topics/contexts to those of existing subject group members, recognising the transformative impact of digital technologies on work and organisations.

Members of the Organisational Theory & Information Systems (OTIS) subject area are known for their commitment to qualitative research and support for non-traditional research methods. We are open to complementary methods, aiming for subject group members to support each other. While methods used need not be identical, productive complementarity is encouraged.

Group members are particularly interested in research addressing 'grand challenge' topics in organisations and society, such as social innovation and social enterprise, healthcare, financial and social inclusion, sustainability, stigma, and extreme contexts.

As Cambridge Judge Business School (CJBS) is a key contributor to the wider University of Cambridge and located within the “Silicon Fen,” a new colleague would ideally view these as important contexts for advancing their work.

Collaboration and engagement are core values at the Business School. The appointee will be expected to engage with colleagues at CJBS and the wider University, as well as with leading academics elsewhere and leaders in business and society.

Impact is highly valued. The successful candidate will be encouraged to work with both academic and practitioner audiences, shaping the research agenda in their field while having a strong and visible impact on policy and business practice.

#### Benefits

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The salary is recognised to be internationally competitive.

The anticipated start date is 1 September 2026, or earlier if possible, with the goal of onboarding the new role holder as soon as possible. You may be appointed with or without tenure, depending on your relevant experience and publication record.

University Officers are required to reside in the vicinity of Cambridge. There are no limits to the amount of outside work which may be undertaken – except, of course, that any such outside commitments must not interfere with performance in their academic work.

There is an entitlement to sabbatical leave, accumulated on the basis of one term’s leave for every six terms in office.

The University of Cambridge comprises more than 150 departments, faculties, schools, and other institutions, plus a central administration and 31 independent and autonomous Colleges. It is one of the world's oldest and most successful universities, with an outstanding reputation for academic achievement and research.

With excellent benefits, extensive learning opportunities and a stimulating and attractive environment, the University of Cambridge is a great place to work. Our employees are eligible for a wide range of competitive benefits and services. We give them access to numerous discounts on shopping, health care, financial services, and public transport. We also offer final salary pensions and tax-efficient bicycle and car lease schemes.

We have two nurseries and a holiday play scheme to help support those with childcare responsibilities and we offer various types of family-friendly leave to aid employees' work-life balance. In addition, we operate a number of initiatives to promote career development, health and well-being.

Further details can be found at [www.admin.cam.ac.uk/offices/hr/staff/benefits](http://www.admin.cam.ac.uk/offices/hr/staff/benefits). There is also a range of information about living and working in Cambridge at [www.jobs.cam.ac.uk](http://www.jobs.cam.ac.uk).

#### Application arrangements

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Informal enquiries about the position may be directed to the HR team at [hrsupport@jbs.cam.ac.uk](mailto:hrsupport@jbs.cam.ac.uk).

**We encourage early applications, as we may close the advertisement before the stated deadline if a sufficient number of suitably qualified candidates apply. We also reserve the right to extend the closing date, if necessary, until the position is filled.**

To apply for this vacancy, please access the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form. The system allows you to upload up to five documents. These should be arranged as follows:

- Curriculum vitae.
- Covering letter explaining your interest in the post.
- A one-page statement specifying research interests and future plans.
- Evidence of teaching performance.
- One-page statement specifying research interests and future plans

Please note you will be asked to submit published or working papers if you are invited to interview, but there is no need to send these with your application. Further information about the Business School is available at [www.jbs.cam.ac.uk/jobs](http://www.jbs.cam.ac.uk/jobs).

Please provide contact details for three referees in your application. Referees will be contacted through the Web Recruitment System and asked to upload a letter of support.

Applicants may be contacted for an initial telephone conference call before a final decision on whether they will be called for an interview.

#### Equality of opportunity at the University

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The University of Cambridge is committed to a proactive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture and values diversity. Entry into employment with the University is determined by personal merit and by the application of criteria required for the post. No applicant for an appointment or member of staff will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

The University has various diversity networks which help it to progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network.

## Information if you have a disability

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The University welcomes applications from individuals with disabilities and is committed to ensuring fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment.

We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

Applicants wishing to discuss any special arrangements connected with their disability can, at any point in the recruitment process, contact a member of Cambridge Judge Business School's HR team who are responsible for recruitment to this position by email on [hrsupport@jbs.cam.ac.uk](mailto:hrsupport@jbs.cam.ac.uk).