

**JOB TITLE: ASSISTANT/ASSOCIATE PROFESSOR IN STRATEGY**

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

#### Background

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The Strategy and International Business subject group at Cambridge Judge Business School, University of Cambridge is looking to recruit a research scholar in strategy and international business at the Assistant Professor or Associate Professor level.

Cambridge Judge Business School (CJBS) is a world-class business school at the heart of the University of Cambridge. The school offers a full suite of MBA, EMBA and Executive Education programmes as well as predominantly postgraduate degrees in management, finance, and technology policy. Cambridge's proximity to London and its location at the centre of 'Silicon Fen', Europe's fastest-growing technology-based cluster, gives scholars unprecedented access to large multinationals and hundreds of smaller entrepreneurial organisations in emerging industries. In addition, the interdisciplinarity that characterises research at Cambridge ensures faculty contact across a wide range of departments and expertise.

The Strategy and International Business group takes an inter-disciplinary approach to shedding light on critical competitive, economic, social and environmental issues facing organisations and their top leaders. Members of the group have broad research interests in the areas of strategy, organisation theory and international business and actively contribute to both academic and business communities.

The group's research has uncovered how corporations deal with disruptive events and compete in an increasingly complex global environment with a diverse set of socio-political and economic influences. A distinctive feature of the group is its ability to produce leading research at the juxtaposition of how corporations achieve and sustain competitive viability, and how their social and environmental footprints can be examined and moderated through internal and external governance systems.

The Business School enjoys frequent visits from world-class scholars and has the resources to invite leading scholars to spend between one and 3 months working with faculty on research projects.

#### The role

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The role holder will play a crucial role in advancing Strategy and International Business research within the School. This includes fostering collaborative relationships in teaching and research across the University. They will make a significant impact by working with colleagues to develop and realise a long-term vision for their area of expertise.

#### Research:

The role holder will produce high-calibre original research and cultivate a vibrant, productive research culture aligned with the School's core values of academic excellence, collaboration, engagement, and



societal impact. The School's 10-year plan, including PhD scholarships and a Distinguished Visiting Professor scheme, supports a dynamic research environment. Cambridge attracts excellent PhD students globally, and Assistant or Associate Professors are expected to mentor and supervise these students, nurturing future academic leaders for top business schools worldwide.

#### Teaching:

The role holder will deliver innovative, informative, and impactful Strategy and International Business courses to undergraduate, graduate, and executive education students. The teaching load is lighter compared to most US and European business schools, with three terms of eight weeks each. Teaching arrangements are flexible, based on faculty expertise, preferences, and School needs. Opportunities for teaching credit include supervising graduate projects, supporting programme candidacy interviews, and other specified School functions. Teaching allocations will consider faculty preferences and concentrated teaching periods to allow more research time, especially for tenure-track faculty during their pre-tenure period.

#### Executive Education:

Executive Education is a growing area at Cambridge Judge Business School. Faculty are encouraged to use this platform to share their research and expertise with companies, achieving visible impact on business practices.

#### Administration:

Administrative duties are shared equitably among faculty. Major School-wide administrative roles come with a reduced teaching load. Efforts are made to minimise administrative responsibilities for tenure-track faculty during their pre-tenure period.

Newly appointed faculty at Cambridge Judge Business School, who are teaching for the first time, typically 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. Newly appointed 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.

#### The person

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Academic excellence is key for us. Candidates will have a PhD (in management or relevant adjacent fields) that provides them with a head start to pursue an academic career and have a strong commitment to research. The successful candidate will show potential to publish rigorous, influential research and contribute to the intellectual leadership to a subject group at the School.

The ideal candidate will have a proven research record in empirical work and evidence of teaching excellence in the broad strategy area.

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

Impact is very important for us. The successful candidate will be encouraged to both academic and practitioner audiences. They will shape the research agenda in their field and, at the same time, have a strong and visible impact on policy and business practice.

Depending on the experience of the successful candidate, the appointment will be made at either the Assistant Professor or Associate Professor level.

## Benefits

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The salary is recognised to be internationally competitive.

The anticipated start date will be 1 September 2026 or mutually agreed. Appointments may be made with or without tenure, depending on the candidate's record. For those appointed on a tenure track, a decision will be made within five years.

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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To submit an application for this vacancy, please search for this position on the University's Job Opportunities website at [www.jobs.cam.ac.uk](http://www.jobs.cam.ac.uk) and click on the "Apply online" button at the bottom of the relevant job description. This will route you to 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.

Please ensure that the following documents are uploaded:

- Curriculum vitae (CV).
- A job market paper.

- Covering letter explaining your interest in the post.
- Evidence of teaching performance.

Further information about the Business School is available at [www.jbs.cam.ac.uk/jobs](http://www.jbs.cam.ac.uk/jobs).

Please provide the names and contact details of three referees on the online form. We will contact the referees of longlisted candidates directly to request references. Referees will be asked to comment specifically on the candidate's ability to undertake this particular role.

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

The closing date for applications is 29th September 2025.

We also reserve the right to adjust and extend the closing date, if necessary, until the position is filled.

#### 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).