

## PHD RESEARCHER & POSTDOCTORAL RESEARCHER IN SUSTAINABILITY ACCOUNTING AND CONTROL

HEC Liège Management School, University of Liège (Belgium)

### JOB DESCRIPTION

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The researcher(s) will develop their research in the field of **Sustainability Accounting and Control**.

Driven by the growing interest for sustainability worldwide, a growing body of academic literature on management control for sustainability has emerged over the last decades. Considerable interest has revolved around the emergence of new forms of accounting and control for sustainability and the way in which greater level of integration of environmental and social issues into “traditional” management control systems can support strategic integration of sustainability into organizations (both private and public). It is argued that management control plays a central role in the support - implementation but also formulation - of strategies, policies or programs orientated towards sustainability. International frameworks (e.g. UN SDGs) and regulations (such as the Corporate Sustainability Reporting Directive or the Corporate Sustainability Due Diligence) have recently amplified the need for developing further research and practices in the field of Sustainability Accounting and Control. In parallel, over the last decade, many smart/digital technologies for data analysis and reporting have also emerged and questions are now raised about the opportunities and challenges related to the (effective) use of these technologies for sustainability accounting and reporting.

The researcher will be working in collaboration with [Professor Nathalie Crutzen](#) (Professor of Sustainability, Strategy and Management Control) and will develop a concrete research project (research questions, methodology, empirical setting) in this field, based on their background and exchanges with their supervisor.

It is worth mentioning that the researcher will be in an international research environment as formal research collaborations have been set with other international business schools (such as NOVA SBE, TU Dresden, UniSA for example).

### JOB QUALIFICATIONS

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For the PhD candidate:

- ▶ A **Master degree** in a related field (management, economics, etc.) is required
- ▶ The PhD candidate should have a long term interest to embark in a doctoral project.
- ▶ Spoken and written English, knowledge of French is appreciated

For the postdoctoral candidate:

- ▶ A **doctoral degree** in a related field (management, economics, etc.) is required
- ▶ The postdoctoral candidate should demonstrate **outstanding research potential** with reference to **HEC Liege Academic Journal Guide** ([https://www.hec.uliege.be/cms/c\\_8631209/fr/hec-liege-academic-journal-guide-december-2022](https://www.hec.uliege.be/cms/c_8631209/fr/hec-liege-academic-journal-guide-december-2022)) as well as **previous scientific publications in international peer-reviewed journals** (A or min B publications)
- ▶ The postdoctoral researcher will be hired on a research grant and therefore should comply with the following requirements: (1) to have obtained the PhD degree less than 10 years before the starting date of the contract; (2) to be in a situation of international mobility (that is, not having stayed more than 24 months in Belgium - for work or studies, etc. - over the last 3 years).
- ▶ Spoken and written English, knowledge of French is appreciated

## INFORMATION AND APPLICATION PROCESS

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- ▶ Application deadline: **15 March 2024**
- ▶ Starting date: **As soon as possible**
- ▶ Duration: **1 year renewable**

Interested candidates should apply electronically by sending their application to Professor Nathalie Crutzen : [ncrutzen@uliege.be](mailto:ncrutzen@uliege.be) before 15 March 2024.

Please provide the following:

- The PhD candidate:
  - (1) A detailed CV ;
  - (2) A motivation letter ;
  - (3) A recommendation letter ;
  - (4) Eventual experience with research/publications.
  
- The postdoctoral candidate:
  - (1) A **research proposal** for the postdoctoral research period, of maximum 10,000 characters (spaces included) containing the following sections: A. Context/Problem (B) Research question(s) C. State of the art D. Theoretical perspectives E. Research methodology F. Expected contributions G. Calendar and research outputs ;
  - (2) A detailed CV ;
  - (3) A list of publications and working papers ;
  - (4) A motivation letter ;
  - (5) A recommendation letter of one international expert of the field.

### **About HEC Liege, University of Liège**

HEC Liège is the management school of the University of Liège (ULiège). It is one of Belgium's leading university business schools for graduate and postgraduate programs and the only comprehensive management school in Belgium to hold both AACSB and EQUIS accreditations. It employs more than 115 full-time faculty members and researchers and hosts over 3390 students.

The school's mission is to foster real-life education and research in economics and management for the benefit of our local community and society at large.

HEC Liège is a dynamic institution that promotes an empowering pedagogy that leads students to play a proactive part in their education and offers a dynamic and entrepreneurial research and teaching environment.

HEC Liège's international vision Liège is reflected in its many research activities, numerous partnerships with companies and universities around the world, and the increasing internationalization of its programs and faculty.

Working at HEC Liège means being part of a Business School with a truly European identity. Lying at the heart of a metropolis (3<sup>rd</sup> largest city in Belgium, 1<sup>st</sup> in the French-speaking region) – easily accessible by plane and train, within less than an hour's drive from Brussels, Maastricht or Aachen and less than four hours from Paris, Frankfurt, Cologne and London, the School shares the economic and cultural effervescence of this ardent city. Liège is the third inland port in Europe and the seventh cargo airport in Europe.

Like the city's famous friendliness and hospitality, HEC Liège advocates respect, tolerance, diversity and social responsibility and is committed to the well-being of its members. A great place to live and work!

More information on HEC Liège work environment: [www.hecliege.be](http://www.hecliege.be)