

CALL FOR APPLICATIONS FOR FACULTY POSITIONS IN ITESO'S BUSINESS SCHOOL

The ITESO Business School, composed by the Department of Economics, Management and Marketing; the University Business Center; and the Innovation and Technology Management Center, invites all interested parties to participate in the selection process for FOUR FULL-TIME FACULTY POSITIONS in the areas of:

1. TOURISM AND HOSPITALITY MANAGEMENT
2. ACCOUNTING AND FINANCE
3. SUPPLY-CHAIN MANAGEMENT
4. PRODUCT DEVELOPMENT AND MERCHANDISING

These positions are assigned to the Department of Economics, Management and Marketing.

Requirements that are common to all four positions:

- PhD or status as a PhD candidate (with supporting documents as evidence).
- Master's degree (indispensable) from a university with national and international prestige, preferably from a business school accredited by the AACBS <http://www.aacsb.edu/>.
- At least 5 years of documented experience and competencies in university-level teaching to both undergraduate and graduate students.
- Academic production in any of the fields mentioned previously, preferably in peer-reviewed publications.
- Knowledge of educational applications of information and communication technologies (ICTs), experience in the use of online teaching-learning platforms: business simulators, Moodle platforms, D2L, Blackboard, Sakai, and others.
- Accredited mastery of English (preference will be given to candidates with a B2 level, equivalent to 550 points or higher on the TOEFL ITP). Foreign language speakers with intermediate or advanced Spanish language skills will be favored.
- Affinity with the values of personal freedom, service to others and social justice as expressed in ITESO's educational philosophy, which can be consulted at <http://medios.iteso.mx/mision>
- Ability to work collaboratively on multidisciplinary teams, and to assume complex responsibilities involving teaching, research, outreach and/or academic coordination, as assigned.

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Work Responsibilities – A combination of the following work activities

- Undergraduate and graduate-level teaching.
- Scientific-academic production in the form of research articles, business case studies, books or book chapters, teaching materials and other documented products.
- Coordination of, and collaboration on, intervention and outreach projects involving businesses and organizations.
- Possibly the coordination of undergraduate or graduate programs, depending on the object of study of the position for which the candidate is applying.
- Coordination of teams of full-time and adjunct professors: assignment and planning of courses, as well as supervision and evaluation of teaching performance.
- Educational orientation for students within their university formation project, including professional application projects.
- Participation in the curricular design, review and updating of the department's educational programs, as well as in the accreditation processes for these programs.
- Participation in the institutional development and internationalization processes of ITESO's Business School.

Profile of specific requirements

1. Faculty position in the field of Tourism and Hospitality Management

- Doctorate (DBA or PhD) or status as a PhD candidate in the field of business, management, tourism, hospitality management or other related areas.
- Candidates with extensive professional experience may apply with a master's degree in management or other related fields, preferably with a specialization in tourism, hospitality management or related areas (with supporting documents as evidence of having earned the degree).
- At least three years of professional experience in management or executive positions in companies and organizations of the tourism, hospitality, entertainment, health or other related sector.

2. Faculty position in the field of Accounting and Finance

- Doctorate (DBA or PhD) in management or status as a PhD candidate in the field of financial management, finance, accounting, auditing or costs.

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- Candidates with extensive professional experience may apply with a master's degree in management, finance or accounting, or in areas related to costs, auditing, taxes, financial management (with supporting documents as evidence of having earned the degree).
- At least three years of professional experience in management, executive or consulting positions in companies, consulting firms or organizations in the financial sector. Professional competence in one or more of the following business functions: accounting, costs, finance, auditing, taxes.

3. Supply-Chain Management

- Doctorate (DBA or PhD) in management or status as a PhD candidate in the field of international trade, supply chain management, logistics, procurement, inventory management, and/or related fields.
- Candidates with extensive professional experience may apply with a master's degree in management, international business, marketing with a specialization in the area of supply chains, logistics, or fields related to international business (with supporting documents as evidence of having earned the degree).
- At least three years of professional experience in management, executive or consulting positions in agencies, departments or consulting firms in the area of supplies, logistics and/or distribution.
- Experience in the application and development of sustainable approaches to international business.

4. Product Development and Merchandising

- Doctorate (DBA or PhD) in management or marketing, status as a PhD candidate in the fields of international marketing, merchandising, product development.
- Candidates with extensive professional experience may apply with a master's degree in management or marketing with a specialization or focus in the area of product development and merchandising (with supporting documents as evidence of having earned the degree).
- At least 5 years of documented work experience at the management level or higher in agencies, departments or consulting firms in the areas of product development and commercial direction.
- Experience in the application and development of sustainable approaches to marketing.

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Procedure for Participating in the Selection Process for Faculty Positions¹

1. Candidates interested in participating should send the following documents in electronic format:
 - a. **Curriculum Vitae. The CV should have the following evidence attached.** Sending these documents in electronic format is an indispensable requirement for the candidate to be considered in the selection process.
Minimum evidence required:
 - Proof of academic degrees.²
 - Proof of professional experience.
 - Certification of English at the required level (if applicable), as well as of other languages as included on his/her CV.
 - b. **Signed letter** addressed to Dr. José delaCerde-Gastélum, Director of the Department of Economics, Management and Marketing, in which the candidate accepts being evaluated in the terms of this selection process and the procedures established by the Institution.
2. The documents received will be evaluated by a committee made up of professors from the Business School and other academic areas of ITESO.
3. Candidates meeting the profile being sought will be called in for an interview with members of the evaluating committee and possibly with the coordinator of the corresponding Academic Unit.
4. Candidates may be asked to make a presentation on a topic from their specialized area of research and/or teaching.
5. Once the process is concluded, the coordinator of the selection committee will inform each candidate of the status of his/her application.
6. The selected candidate must submit his/her supporting documents physically within fifteen days of being informed of the hiring decision. Should the candidate fail to meet this requirement, the institution reserves the right to take back the job offer.

¹ Taken from the "Selection process for faculty members."

² Record of exam or bachelor's and graduate degree. If you obtained your bachelor's or graduate degree abroad and it has not been revalidated by the Ministry of Public Education (SEP), ITESO will submit the corresponding documents to the consideration of ITESO's Commission for Revalidation for Internal Purposes (COREFIN), so that it can rule whether the studies are valid in Mexico and whether the candidate may proceed to the final stage of the hiring process.

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Pay

ITESO's pay scale is competitive at a national level (in Mexico) within the higher education sector. Each candidate's level will be calculated on the basis of the *Curriculum Vitae and the supporting documents* that he or she submits, according to the pay scale in effect as established by ITESO's Office of Personnel.

Contact Information

To send electronic documents: Dora Castañeda Corona, Assistant to the Director. dcastaneda@iteso.mx with a copy for personal@iteso.mx; on the subject line please identify the name of the position for which you wish to be considered. Tel. (+52 33) 36 69 3434, Ext. 3589

Process and deadlines for submitting documents: The application process will remain open from October 17, 2016 until February 28, 2017. The evaluation of the candidates will take place no later than 30 working days after the latter date. Candidates can expect information about the status of their application by April 30, 2017. The new hires are expected to initiate working at ITESO in August 2017.

Any personal information received will be treated in accordance with the provisions of ITESO's Privacy Notice, available at: <https://datospersonales.iteso.mx/>