

**Assistant or Associate Professor position in Management Accounting & Control,
Paris Campus**

The Performance Measurement & Management Department at ESCP Business School (www.escp.eu) invites applications for one position as Assistant or Associate Professor in Management Accounting & Control, to join our Paris campus in September 2026.

Applicants should hold a PhD or equivalent doctoral degree in management, possess excellent teaching, research, and publication skills, and must be able to teach in English to international audiences. Preference will be given to applicants with an international profile and proven experience in the study and teaching of management accounting practices. Some degree of fluency in French would be valued.

The PMM Department is composed of 12 full-time faculty members specialising in Performance Measurement & Management in organisations and society. Our team believes in a critical approach to performance management to challenge, understand, and improve, sometimes 'taken-for-granted', practices. In our research, we use organisational and sociological approaches to study performance measurement and control practices in private and public sectors, as well as in alternative forms of organisations (NGOs, cooperatives, etc.). We are open to a plurality of methods and cover topics like:

- measuring various types of performance (financial, operational, sustainability, ethical performance, impact, etc.),
- management control systems (KPIs, dashboards, responsibility centres, incentives, social controls, etc.) and the digital technologies that support them (AI, ERPs, etc.),
- types of individuals and societies created by the quantification of performance in all life domains (self-tracking devices, ratings and rankings, impact measurement on social media, etc.).

We publish our research in leading academic journals, including *Accounting, Organizations and Society*; *Contemporary Accounting Research*; *Critical Perspectives on Accounting*; *Comptabilité Contrôle Audit/Accounting Auditing Control*; *European Accounting Review*; *Management Accounting Research*; *Organization*; *Organization Studies*; *Journal of Management Studies*, among others.

Teaching approaches that are case-based, research-based, and project-based are highly valued, as they encourage reflexivity. We teach management accounting and control tools, but also the skills to be reflexive about them (question their design, use, and effects). Since the very notion of best practices can be questioned, we aim to open the black box of performance measures to unveil their inner workings, underlying assumptions, biases, and potential implications. We believe that this approach is important for generating more sustainable management practices.

Applications should include a cover letter, curriculum vitae, research and pedagogical statement, research samples, and two letters of reference, addressed to Associate Professor Leona Wiegmann and Professor Olivier Saulpic, PMM Department coordinators, at pmm.recruitment@escp.eu, with 'PMM Paris position' as the subject. Applications will be reviewed on a rolling basis until the position is filled.