



EAA PHD FORUM



ESSEC
BUSINESS SCHOOL



HIRING AN ACCOUNTING FACULTY

Schools may have different HR policies concerning faculty recruitment

- Recruitment processes
 - Heads of Department / Dean for Faculty / President of the School
- Importance (and legitimacy) of (accounting) departments
- Tenure requirements
 - Uniform versus customized;
 - Fixed versus changing
- Salary
 - Salary inversion or not
 - Room for negotiation? School « business models » also play a role

Do your home work !

Try to understand how the accounting group is perceived

Ask questions (to multiple persons)



HIRING AN INTERNATIONAL ROOKIE

Hiring an international rookie entails both advantages and risks:

- **Advantages:**

1. Network expansion;
2. New vision;
3. [Ranking effect]

- **Risks:**

1. Language issue
2. Cultural issue
3. Economic issue
4. [Relevance of Research]

You are an investment!

1. Highlight your potential return to the school
2. Lower the perceived risk