

ESCP Business School

Assistant or Associate Professor position in Management Accounting & Control, Madrid campus

The Performance Measurement & Management Department at ESCP Business School ([www.escp.eu](http://www.escp.eu)) invites applicants for one position as Assistant or Associate Professor in Management Accounting & Control, to take up appointment on the Madrid campus in September 2025, or by January 2026 the latest.

Applicants should hold a PhD or equivalent Doctoral degree in management; have excellent teaching, research and publication skills and must be able to teach in English to international audiences. A preference will be given to applicants with an international profile and a proven experience in the study and teaching of management accounting practices. Some degree of fluency in Spanish and/or French will be valued.

The PMM Department is composed of 12 full-time faculty specializing in Performance Measurement & Management in organizations 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 organizational and sociological approaches to study performance measurement practices and control processes in private and public sectors and alternative forms of organizations (NGO, 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 control, etc.) and digital technologies that support them (AI, ERPs, etc) ,
- types of individuals and society created by quantification of performance in every life domains (ex: self-tracking devices, ratings & 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 in Accounting; Comptabilité Contrôle Audit/Accounting Auditing Control; European Accounting Review; Management Accounting Research; Organization; Organization Studies; Management International*, among others.

We value case-based, research-based, project-based teaching approaches to raise reflexivity. We teach the management accounting & control tools but also skills to be reflexive about them (question their design, use, 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 and biases and potential implications. We believe that this approach is important to generate more sustainable management practices.

Applicants should submit a cover letter, curriculum vitae, research & pedagogical statement, sample copies of their research and two letters of reference to Professor Claire Dambrin and Professor Olivier Saulpic, coordinators of the Management Control Department, at [pmm.recruitment.madrid@escp.eu](mailto:pmm.recruitment.madrid@escp.eu).

Applications (as one pdf file) will be reviewed upon receipt and are open until May 15, 2025.