GENERAL PROFILE

We are pleased to announce that a full professorship position (professeur(e) des universités) is available at Sciences Po-Paris. This position is designed to bolster the work of the Center for the Sociology of Organizations on law, both as a normative environment within which organizations evolve but also as the product of organized action. Today, various programs at the CSO examine the production of law, its effectiveness, its implementation as well as compliance issues: whether by studying the influence of interest groups, lobbies or social movements in policymaking; by focusing on the endogenous production of rules and norms in organizations of which this is not the primary function, ranging from voluntary standards to informal or even illegal standards; or by analyzing institutionalization as a combination of top-down and bottom-up processes. In the United States and more recently in France, a dynamic stream of research has developed around the relationships between law, work and organizations. This recruitment aims to better include the research conducted at the CSO in such streams.

RESPONSIBILITIES

Research

Candidates will be expected to conduct research on awareness of law and ordinary forms of legality; the ways in which actors utilize the law as a resource to structure relations with others and defend their interests or causes; the institutional logics which different categories of law refer to, and the use to which they are put in the negotiations between actors within organizations; the social production of normativity within organizations and workplace cultures; strategies of compliance; the production of transnational norms and their national translations; or the conditions under which informal or illegal forms of regulation are deployed. Going beyond the opposition between constitutive and instrumental approaches to law, this research should frame in renewed terms questions relative to the endogenous aspects and effectiveness of law, its contrasted implementation in the contexts in which it is deployed, and issues of power within organizations. The research may also include an entry point for social movements, particularly with an interest in the way in which these participate in contesting rules in an organizational framework, within a market or in the realm of public policy, as well as how they produce or negotiate norms or intervene in the implementation of rules.

RESEARCH AT SCIENCES Po

Sciences Po is an institution of higher learning and research in the social sciences. Its permanent scientific community – 210 professors and researchers – is structured in 12 entities recognized at the international level (including 5 units shared with the National Center for Scientific Research (CNRS) and 4 research centers accredited for the training of doctoral candidates) and 5 departments (sociology, political science, history, economics, and law).

THE UNIT

A research unit shared between Sciences Po and the CNRS, the Center for the Sociology of Organizations was founded by Michel Crozier in 1964. The CSO develops its work at the crossroads of the sociology of organizations, economic sociology, and the sociology of public policy, in order to rethink together the transformations of the state, markets, and organizations. Today, the CSO includes more than 70 persons of which 22 are researchers and professors coming from different disciplines of the social and human sciences. Its research is structured in seven programs (economic behavior; risks; higher education and research; health; firms; labor markets and professions; territories and urban developments) and four cross-cutting axes (government, governance, regulation; production, circulation and use of knowledge; division and evaluation of work; organizations and markets).
Teaching

Candidates are expected to teach courses in sociology (general sociology, sociology of organizations, sociology of law) and methods (particularly qualitative), for undergraduate students on our Paris and regional campuses, as well as graduate students (masters and PhD level). We will look favorably on candidates who are able to teach in areas that lie beyond their research specializations and who are keenly aware of the international debates currently underway in the field of sociology. A firm commitment to participate in the implementation of new schools at Sciences Po – schools devoted to Public affairs and Business administration – is also expected.

Profile

We are seeking candidates who are clearly established in the area of Law and Society or the sociology of law, both in terms of bibliographic references and empirical work; within social movement theory when it addresses questions of normativity; or within economic sociology and sociology of organizations in terms of considering the articulation between rules and formal and informal regulation processes. The fields of research can be related to the priority areas of the CSO: work, higher education and scientific research, health, occupational health and safety, firms, or markets. Candidates’ research must be strongly grounded in empirical and ethnographic methods: a focus on interviews, observation, and document analysis is essential. An additional asset would be complementary quantitative methods skills, whether general statistical methods, network analysis, longitudinal analysis, or textual analysis methods.

The candidate should be able to demonstrate an international reputation through publication in respected journals or with visible publishers. Candidates must also be committed participants in highly reputable and active international scientific networks.

The successful candidate may be presented by Sciences Po for a chaired position at the Sorbonne Paris Cité University worth 300,000€ over 4 years to fund a doctoral or post-doctoral contract, equipment or other standard research functions.

Exemplary English-language skills are imperative, as the future teacher may be required to conducted classes in that language. A capacity to teach in French is expected.

Application process

Candidates interested in this position are invited to contact Olivier Borraz (olivier.borraz@sciencespo.fr), director of CSO, as soon as possible, with a cover letter, CV, and a list of publications (all in electronic form).

This position will be officially opened for applications by the March-April of 2015. The application process will be the same as for professors in public institutions.

Non-French professors or candidates with positions outside of France and who have not been accredited by the French National University Council (Conseil national des Universités) must be reviewed by the Scientific Council of Sciences Po in order to determine if they are eligible for this position. Candidates who meet this description are asked to contact the CSO before March 13, 2015 in order to prepare for this review process.

Once the position is open for applications, candidates will have to complete the application materials in the “Galaxie” database of the Ministry for Higher Education and Research within one month.

Evaluation of Applications

The selection committee will examine applications in April and May 2015 and proceed to a short list of candidates who will be interviewed.

Interviews

Interviews will be held in Paris in June 2015. They will take place in two stages. The first part, open to the public, will include a presentation of the work of the candidate, followed by an open discussion with the members of the selection committee and the members of the public. The second part will consist of an interview limited to the selection committee.

Decision and start date

The final decision will be taken before July 15th 2015.

Expected arrival at Sciences Po: September 1st 2015 (negotiable).

Contacts

Olivier Borraz, Director of the CSO olivier.borraz@sciencespo.fr
Isabelle Delacroix, DRH, Sciences PO Isabelle.delacroix@sciencespo.fr

Useful Links

CSO www.cso.edu
Galaxie www.galaxie.enseignementsup-recherche.gouv.fr/candidats.html