



University of St.Gallen

Institute of Accounting, Control and Auditing
Chair of Controlling / Performance Management

Hilti.LAB
for Integrated Performance Management

Research Associate/ PhD candidate (f/m/d) in management accounting and performance management

At the University of St.Gallen, the [Chair of Controlling/ Performance Management](#) of Prof. Dr. [Klaus Möller](#) looks to **fill several PhD positions** at the chair and the attached Hilti Lab. Our team of faculty, PostDocs and PhD students combines high-quality research with an empirical foundation. It has excellent access to practice through different platforms, i.e., the Hilti Lab for Integrated Performance Management and the [Performance Management Academy](#).

We **invite** you to work on research questions like:

How can organizations steer behavior and employee performance in a post-disciplinary age? How do organizations account and control for topics like "impact", "sustainability," or other ideas that are difficult to measure? How do different kinds of organizations, eg., family firms or non-profits, implement/adapt traditional performance management concepts? How does artificial intelligence change established controlling approaches? Or contact us with **your own research ideas**, which we are more than happy to explore!

What we **offer** you:

Opportunity for research and work experience at one of the leading universities in Europe; intensive methodological and professional qualification for a future role inside and outside academia; a structured doctoral program; independent work with exciting partner companies and business contacts; close interaction with renowned faculty; working in an enthusiastic and interdisciplinary team; participation in international conferences; research visits at other universities; flexible working conditions & competitive compensation.

What we **expect** from you:

Master's degree with above-average grades; independent, team-oriented, and flexible ways of working; strong interest in empirical research combining insights from social sciences with contemporary management (accounting) challenges; high commitment and performance; analytical thinking skills; excellent knowledge of English; basic knowledge & will to improve for German.

For informal inquiries and questions, please contact Flavia Schmid (for quantitative methods) and Victoria Honsel (for qualitative methods) or email your application to Prof. Dr. Klaus Möller.

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