CV
DR JACOBO RAMIREZ
Copenhagen Business School (CBS) Frederiksberg, Denmark | +45 3134 9184 | jara.msc@cbs.dk
www.cbs.dk/en/staff/jaramsc
www.orcid.org/0000-0002-2479-3266 | https://sites.google.com/site/jacoborn/

Presentation: In over 20 years of comprehensive experience in the area of Human Resource Management and development studies, I have proven myself as a motivated, results-oriented, and dynamic researcher, educator, and business professional. I am a skilled communicator able to reach diverse audiences through verbal and written means, demonstrated best by the courses I have designed and conducted in the Americas and Europe, and the 12 peer-reviewed journal articles, 15 book chapters, 6 co-edited books, and 3 case studies I have published. I have also been a guest co-editor of 2 special issues in a peer-reviewed journal.

Education

Doctor of Business Administration (DBA), School of Management at Newcastle University, England in cooperation with Grenoble School of Management, France, 2005


Master of Organisational Development, University of Monterrey, Campus Monterrey, Mexico, 1999

Master of Business Administration (MBA), Tecnologico de Monterrey, Campus Monterrey, Mexico, 1994

Bachelor of Science, Human Resources Management (HRM), Tecnologico de Monterrey, Campus Monterrey, Mexico, 1992

Research Areas of Interest

➢ Human Resource Management (HRM)
➢ Leadership and Management
➢ Development Studies
➢ Organisations’ Strategies in Complex Security-Risk Environments

Professional Experience

COPENHAGEN BUSINESS SCHOOL (CBS), Copenhagen, Denmark

Department of Management, Society and Communication (MSC)

Assistant Professor in Latin American Business Development: February 2013 – Present

● Research on business development in Latin America.
● Coordinate with cross-functional practitioners and government offices to facilitate discussions and research into current business and societal trends.
● Leverage personal teaching cases of Danish firms in the Global South as primary teaching strategy.
● Lead courses in both bachelor and master-level programmes, coordinating courses such as Leading & Managing in Latin America and Business Strategies in Latin America & the Caribbean.
● Teach executive education programs and provide consultations for international companies.


Assistant Professor

● Successfully designed and implemented online HRM and management courses, facilitated in both Spanish and English, to support university goals of reaching international students.
● Designed and chaired numerous international business workshops in France, UK, Iran, and Mexico.
● Developed HRM sections of international management study curriculum.
Peer Reviewed Journal Publications

AJG: Academic Journal Guide; BFI: Bibliometric Research Indicator


Guest Co-Editor of Peer Review Journal


**Edited Books**


**Book Chapters**


Teaching Case


Citations (as July 2019)

Web of Science (Publons):
22 documents, 57 citations, h-index: 3

Scopus
16 documents, 73 citations, h-index: 3

Google Scholar
55 documents, 212 citations, h-index: 6


Review and Submit (R&R)


Under review


Working Papers

Current Projects and International Collaborations
1. The impact of ‘narco-terrorism’ on international business: Project developed in collaboration with EGADE Business School, Mexico and Universidad Pontificia Bolivariana, Colombia. The purpose of this research is to analyse Danish and indigenous businesses’ and employees’ strategies to endure illegitimate institutional contexts in which non-governmental armed groups enforce illegitimate activities on business and civil society. The aim is to provide research findings to practitioners and policymakers for strategies and policy development.

2. Implications of the Peace Agreement in Colombia to Business Development: Project developed in collaboration with Universidad Pontificia Bolivariana, Colombia. This research integrates peacebuilding literature and internal colonialism, to investigate the role of business in the transition to a post-conflict context in Colombia. The aim is to discuss the adapt-inclusion process of business to respond to an evolving context, in which social peace involves reconciliation and acceptance between victimisers and victims. Implications to private and public policies development will be provided.

3. Private and public organisations in response to institutional change: Project developed at Gentofte Hospital in Copenhagen. According to different reports, Denmark will have a shortage of high-skilled workers by 2025. The objective of this project is to learn more about organisational strategies to integrate foreign non-European nurses in the public sector in Denmark. The aim is to provide HRM and organisational strategies to attract and retain international skilled workforce to Denmark.

4. Impacts of wind energy on sustainable development: This project employs internal colonialism along with stakeholder theories and research, to explore the lack of partnership between firms, governments and peoples in wind energy investments, with the following research question: What factors facilitate or prevent primary stakeholders’ partnerships in sustainable development projects? Based on a qualitative longitudinal study, developed between 2013 and 2018, the primary findings reveal that different peoples, who are impacted by the internal colonialism that evolves from wind energy investments in their communities, develop strategies to make their struggle salient. Lack of partnership in neoliberal investment mirrors the mobilisation of peoples in developed countries, specifically white men, and the less educated, who feel left behind in the march for neoliberalism.

Professional and Academic Services
Editorial Boards Memberships:
2. Academy of Management Learning & Education (AMLE) (2011-present)
3. European J. International Management (EJIM) (2008-present)
4. Regions & Cohesion (2008-present)

Committees Memberships:
1. Latin America Business Forum at Copenhagen Business School (CBS), Denmark (2013-present)
2. Consortium for Comparative Research on Regional Integration and Social Cohesion (RISC) at Université du Luxembourg, Luxembourg (2008-present).

International Teaching Assignments
2. FH-JOANNEUM –University of Applied Science, Graz, Austria, external Lector (since 2006). Design and full teaching for the courses: International HRM and Leadership for master level students.
3. Universidad Pontificia Bolivariana, Medellin, Colombia, Design and full teaching in International Business at MBA level (Fall 2016).
4. Aalto University, School of Business, Mikkeli Campus, Finland). Design and full teaching in International Business at Bachelor level (Fall 2012).


**Research Grants**

1. *Environment, wind energy and human rights: expanding and bridging theory and practice.* FORMAS (Submitted in 2019-awaiting response). Budget: €185,801. The aim of this project is to theoretically contribute to, and politically motivated, sustainable development policies and strategies respectful of human rights and the environment. While renewable energies are considered the future for sustainable development, their implementation on the ground has met resistance from local communities opposing environmental change that they perceive detrimental for their livelihoods. The interdisciplinary proposed research seeks to analyse two conflictive cases of renewable energy: one in Oaxaca (Mexico) and other in Norrbotten (Sweden) that involve indigenous communities opposing the construction of large-scale wind parks in lands they usufruct.

2. *Cross-cultural learning styles. A cross-cultural comparison of learning styles of students in higher education from Europe and Latin America.* Budget: €227,366.33 from the ALFA Programme (2004-2007). The project aimed to generate generalizable insights into learning styles in order to assist educators in upgrading their skills on an institutional level.

3. *Business transfer programme.* Budget: €292,922 from Leonardo DA Vinci Programme, (2006-2008). The main goal of the Business Transfer Programme was to develop a new curriculum that involved a specific screening tool for company successors and to implement it on the European level. This project was developed in collaboration with Professor Verner Worm, Department of International Economics and Management at CBS.

4. *PILA-Network-ALFA III* (Latin American intellectual property network). Budget: €2,271,969.00 from the ALFA III Programme, (2008-2011) (www.pila-network.org). The objective of this project was to modernise management practices in the area of Intellectual Property (IP). The PILA project aimed to promote the interaction between universities and industry and thereby contribute to economy and societal development. The project involved the main actors in Latin America innovation systems, particularly universities and national intellectual and industrial property rights institutions.

**Co-Organised Teaching Related Seminars**


2. Panelist: How HR Challenges are met in Diverse Cultural, Institutional, and Organizational Contexts-International HR Plenary. Academy of Management Annual meeting 2016, Anaheim, Cal. USA.

3. Professional Development Workshop (PDW) entitled: Learning from being there without being there: Action learning through experiential exercise, *International Management Division Teaching Committee* at the Academy of Management Annual meeting 2016, Anaheim, Cal. USA.


5. 2nd Research in Management Learning & Education (RMLE) Unconference, held at CBS, 30 June – 1 July 2014. The sessions were around participants’ research ideas and teaching initiatives, as well as first-hand accounts of the type of research each journal specialises in and encourages.

6. Professional Development Workshop (PDW) entitled: Do Well and Do Good in Global Teaching Environments: Experiential Approaches in Different Settings Do Well in Global Teaching, *International Management Division Teaching Committee* at the Academy of Management Annual meeting 2014, Philadelphia, PA. USA.
Teaching Portfolio at CBS

1. Leading and Managing in Latin America (Master level course, BLC Business and Development Studies - Course Coordinator + lead teacher)
2. Business Strategy in Developing Countries and Emerging Markets (Master level course, BLC Business and Development Studies - co-teacher)
3. Business Strategies in Latin America and the Caribbean (Master level course, taught in Spanish - Course Co-Coordinator + co-teacher)
4. Organizing and Managing in Regional Context (Spanish) (Master level course taught in Spanish, BLC Business and Development Studies – Course Coordinator + lead teacher)
5. Governance and Institutions in Regional Context (Spanish) (Master level course taught in Spanish, BLC Business and Development Studies – Course Coordinator + lead teacher)
7. Mixed Methods and Comparative Approaches (BSc in Business Administration and Sociology – Course Coordinator + lead teacher)

Teaching-Course Evaluation Scores at CBS
Mean Scale 1 (instructor) score at CBS: 3.95/5.00 (2013-2018)

Organised Business Related Seminars at CBS

1. Sustainable development through social programmes in Danish Industry: Implications and opportunities for the Pacific Alliance (11 April 2018). Seminar organized in cooperation with Dansk Industri, Latin America Business Forum, European Institute of International Affairs (IEEI), Organisation for Economic Co-operation and Development (OECD), Friedrich Alexander University, Germany.
4. Entrepreneurship and refugees – Experience and best practice in Denmark (7 December 2016). Keynote-Speakers: Torben Nordquist, Venture Cup adviser and Chairman for F.I.B.F (Association to Promote Entrepreneurship Among Refugees) and Juan Recinos Jensen, Senior Export Facilitator, Dan Lat Consulting & Board Member for F.I.B.F (Association to Promote Entrepreneurship Among Refugees).
8. Brazil and Danish subsidiaries - what do you need to know? (3 November 2016). Seminar organized in cooperation with Dansk Industri, Keynote-Speakers: Professor Bent Petersen, Jens Olesen, President, Danish-Brazilian Chamber of Commerce, João Carlos Nunes Rocha, Vice President, Europe, Lundbeck.

12. Doing business in Portuguese speaking countries (19 April 2016). Keynote-Speaker DR. Ricardo Ferreira Reis, Associate Dean for International Affairs Católica Lisbon School of Business & Economics.


Language and Computer Skills


LEARN, Blackboard (online teaching), Microsoft Office, SPSS, Nvivo 11