

Curriculum Vitae

Bio data:

Name: **Frans Bévort**

Education:

2012 **PhD**, Doctoral School of Organization and Management, Copenhagen Business School (defense 6/6-2012)
1992 **Cand.Scient.Adm – Master of Public Management** - Roskilde University.
1989 **Cand.Scient.Soc. – Master of Modern English and Business Economy** - Roskilde University.
1980 **Language and Social Science Highschool Diploma** - Herlev Statsskole.

Primary Occupational Experience:

2025 - 2028 **Research partner** in the Grand Solutions / The Danish Innovation Foundation (IF) project “PregAI. AI-assisted phone triage during pregnancy and postpartum, investigating the use of AI by midwives in the visitation of pregnant women.” The project has received kr. 9.145.000 of which CBS are granted kr. 575.000.

2024 - **Phd-supervision:** Charlotte Dadelborg Thomsen on the project: “Collaborative Cross-Pressure Leadership among First-Line Production Managers.”

2022 - 2025 **Research partner** in the project: Investigating the distinctive features and resilience of human resource management in the Nordic countries: A longitudinal and cross-national study, that has received 4.2 mio. Skr. from Riksbankens Jubileumsfond.

2018 - 2023 **Phd-supervision:** Kathrine Solgaard Sørensen on the project:”Recruitment of emergent subjects - a process theoretical investigation of selection practices”.

2017 - **Associate Professor in HRM**, at Copenhagen Business School at the Department of Organization. Working on AI in professional work with AI and Service Research group (see supp. information), including field studies in the HR-function of the Danish mail service (Post Nord) of the automation and robots within HR-practices. Researching the way social context affects HRM-practices in the Nordic countries (Einarsdottir et al. 2025 and Gooderham et al. 2025). Participated in Management GPS for a new era, from comfort zone to competitiveness” (Ledelses-GPS til en ny tid: Fra komfortzone til konkurrencekraft) which received kr. 2.100.000 from the Danish Industry Foundation’s thematic call for proposals on new management principles in Danish business and resulted in four books and 3 journal articles (see list of publications).

2014 - **Principal investigator** for the Cranet-survey in 2014 and 2021, which surveys HRM-practices in Denmark in organizations with more than 100 employees and is part of a global research network (Cranet.org).

2012 - 2017 **Assistant Professor in Managing Professional Work**, at Copenhagen Business School at the Department of Organization. The research as an assistant professor has partly extended and completed the PhD-work (Bévort 2012) in four publications, see list of publications.

2012 - 2012	Assistant Professor in HRM at Roskilde University at the Department of Communication, Business Economy, and Information technology.
2011 - 2012	Research Fellow at University of Southern Denmark at the Department of Management and Business Strategy.
2008 – 2012	PhD-fellow (Industrial PhD-student) at Deloitte Denmark and Doctoral School of management and Organization, Department of Organization, Copenhagen Business School. Thesis submitted 1 st of February and defended 6 th of June 2012.
2007-2008	Lead consultant on Lean Management project for Lundbeck A/S with Integral Management (Consultancy)
2005 - 2007	HRD Manager at PFA Pension (1100+ staff, turnover 13 billion DKK), strategic driver of organizational development and managing a team of 18 employees including 4 HR-partners and 1 team lead.
2001 - 2005	Competence Development Manager in Radiometer Medical
1998 - 2000	HRD Manager in the Confederation of Danish Industries
1997 - 2012	External lecturer at Copenhagen Business School at the Diploma Course of Business Management in the stream HR and Leadership Development.
1995 - 1998	Human Resource Manager at Lån & Spar Bank A/S responsible for leadership and staff development as well as compensation and benefits (300+ staff).
1992 - 1995	Consultant in the National Association of Local Authorities (KL) within the field (-s) organizational analysis, management and HRM-policies.
1991-1992	Primary researcher on an analysis of Distance Selling in Denmark commissioned by the European Commission.
1992	Master thesis on the impact of new technology and service on the organization of work in Denmark.
1990-1991	Project Manager and primary researcher on research project commissioned by the Danish Management Centre exploring the state of human resource management in Denmark and developing a new conceptualization of Danish HRM (Bévort, Storm Pedersen and Sundbo 1992a. Bévort Storm Pedersen og Sundbo 1992b and Bévort and Sundbo 1995).

Academic citizenship and other business

2018 -	Member of the editorial board and reviewer of the Journal of Professions and Organizations, Oxford University Publishing
2017	Convenor of symposium at the Academy of Management annual meeting, 2017: A dialogue on governance of Professional Service Firms (session 1102)
2017 - 2020	Member of Assessment committees for two associate professor positions at Roskilde University and chairing one for an associate professor at CBS
2016 - 2021	Member of the review-board of the Applied Research Conference, Chartered institute of personnel development (CIPD, UK)