

Victoria Sevchenko

CONTACT	INSEAD, Fontainebleau Campus Boulevard de Constance, Fontainebleau France	victoria.sevchenko@insead.edu +33(0)767067411
ACADEMIC APPOINTMENTS	INSEAD , Fontainebleau, France Assistant Professor (Strategy), 2018 – present	
EDUCATION	London Business School , London, United Kingdom PhD, Strategy and Entrepreneurship, 2018 <i>Essays on Value Creation and Appropriation from Human Capital</i> Committee: Sendil Ethiraj (advisor), Gary Dushnitsky, Isabel Fernandez-Mateo, Madan Pillutla, Henri Servaes	
RESEARCH INTERESTS	Human capital management, human capital spillovers, labor market frictions, biases in recruitment	
PUBLICATIONS	Sevchenko, V. & Ethiraj, S. Forthcoming. <i>How do firms appropriate value from employees with transferable skills?</i> Organization Science, <i>forthcoming</i> .	
WORKING PAPERS	Sevchenko, V. & Ethiraj, S. <i>When do employees pursue firm goals versus their career concerns?</i> (Preparing for submission) Sevchenko, V. <i>Star human capital and firm exploration</i> Fernandez-Mateo, I. & Sevchenko, V. <i>Soft skills & gender in professional recruitment</i>	
TEACHING CASES	Great Western Fund (with Sendil Ethiraj) Sofar Sounds (with Julian Birkinshaw, Michael Blomfield, David Mather & Aharon Cohen Mohliver)	
TEACHING	<i>Strategic Career Management</i> 2016-2017, LBS MBA Elective, teaching assistant <i>Developing Strategy for Value Creation</i> 2014-2017, LBS Executive Short Course, tutor <i>Strategic Analysis Core Class</i> 2016, LBS MiM core course, teaching assistant & tutor	
PROFESSIONAL ACTIVITIES	Refereeing: <i>Strategic Management Journal</i> , <i>Organization Science</i> , <i>Academy of Management Annual Meeting BPS & OMT</i> Seminar Presentations: <i>Carlson School of Management University of Minnesota</i> , <i>Frankfurt School of Finance & Management</i> , <i>HEC</i> , <i>IESE</i> , <i>INSEAD</i> Conference Presentations & Workshops: <i>Academy of Management Annual Meeting</i> (Chicago 2018), <i>SMS Special Conference in Milan</i> (Milan 2017), <i>Trans-Atlantic Doctoral Conference</i> (2017), <i>Academy of Management Annual Meeting</i> (Atlanta 2017), <i>Doctoral Workshop at the SMS Special Conference in Milan</i> (Milan), <i>TIM Doctoral Consortium</i>	

at the Academy of Management Annual Meeting (Atlanta 2017), Academy of Management Annual Meeting (Anaheim 2016), Academy of Management Annual Meeting (Vancouver 2015), Vienna Conference on Strategy, Organization & Innovation (University of Vienna 2015), CCC Doctoral Consortium (NYU 2015), BPS Doctoral Consortium at the Academy of Management Annual Meeting (Vancouver 2015), Emerging Scholars Workshop (Wharton 2014), Trans-Atlantic Doctoral Conference (2014), Academy of Management Annual Meeting (Philadelphia 2014)

Conference Organization: *Annual London DTC Conference (LSE)* - member of the organizing committee, *Trans-Atlantic Doctoral Conference (LBS)* - member of the organizing committee & head of the Strategy & Entrepreneurship division

AWARDS & GRANTS *Outstanding Reviewer Award*, Business Policy & Strategy, Academy of Management, 2014
PhD Programme Financial Award, London Business School, 2012-2017
Scholarship for postgraduate studies, the Economic & Social Research Council UK, 2012-2017
Undergraduate Research Grant, awarded by the Reinvention Centre at Warwick University for a project on corporate lobbying & start-up performance, 2010