Management &
Sustainable Transition (MaST)



Explore this IDIL Master's track in detail, including its academic objectives, curriculum, research opportunities, admission requirements and career prospects.

TRACK OVERVIEW & LEARNING OBJECTIVES

Master Management and Sustainable Transition (MaST) is the Management track of the IDIL (Inter-Disciplinary & In-Lab) graduate program at the University of Montpellier, hosted by Montpellier Management. Entirely taught in English, it combines advanced management training, interdisciplinarity, and early immersion in research.

The track trains students through and for research, equipping them to analyze the complexity of managerial transformations related to sustainable development. It articulates strategy, finance, control, corporate social responsibility (CSR), entrepreneurship, organization, and human resource management, paying special attention to SMEs and organizations facing environmental and social transitions.

The pedagogy relies on a personalized curriculum combining specialty units, non-core courses open to other IDIL disciplines, transversal training, In-Lab, a personal research project, an interdisciplinary project, and two long internships. It prepares students equally for doctoral studies and for careers in management, consulting, research, or leading transitions within companies, public organizations, and NGOs.

KNOWLEDGE, SKILLS & COMPETENCIES

Scientific and Managerial Knowledge

- Understand the main theoretical frameworks of management and sustainable development, as well as contemporary issues of social responsibility and sustainable transition.
- Mobilize knowledge in strategy, finance, control, entrepreneurship, marketing, organization, and human resource management to analyze complex situations.

Methodological and Technical Skills (Savoir-faire)

- Formulate a research question, construct a conceptual framework, conduct a literature review, and develop a rigorous study protocol.
- Collect, process, analyze, and interpret qualitative or quantitative data; produce a thesis and communicate results according to academic standards.
- Evaluate an organization's performance and impacts, build recommendations, and manage a project related to sustainable transition.

Transversal Skills and Soft Skills (Savoir-être)

- Develop autonomy, critical thinking, scientific rigor, creativity, and the capacity for continuous learning.
- Work in an interdisciplinary and intercultural team, argue in a structured manner, and communicate in English within an academic or professional environment.
- Adopt a responsible and reflective posture regarding economic, social, and environmental tradeoffs.

DETAILED CURRICULUM

Semester 1 - M1 (S7) - 30 ECTS

- Strategy - Strategic Management (3 ECTS)
- Finance - Corporate Finance (2 ECTS)
- Accountability - Strategic Control (2 ECTS)
- CSR - Sustainable Development and Performance in SMEs (3 ECTS)

- Entrepreneurship - International Project Management in SMEs (2 ECTS)
- IDIL Non-Core Training Unit (1 course of choice outside the initial track) (2 ECTS)
- IDIL Transversal Training Units (4 ECTS)
- In-Lab (2 ECTS)
- Personal Project: Research project and English (10 ECTS)

Semester 2 - M1 (S8) - 30 ECTS

- Research Internship - Management, with thesis and tutored project (30 ECTS)

Semester 3 - M2 (S9) - 30 ECTS

- Marketing - International Marketing / Business Plan in Services Marketing (3 ECTS)
- Management Control - Enterprise Risk Management (2 ECTS)
- Entrepreneurship - Business Model and Value Creation (2 ECTS)
- Human Resource Management - Managing People Performance (3 ECTS)
- Organisation - Organisation of the Internationalised SME (2 ECTS)
- IDIL Non-Core Units (2 courses of choice outside the initial track) (4 ECTS)
- IDIL Transversal Units 2B (4 ECTS)
- Multidisciplinary Team Project (10 ECTS)

Semester 4 - M2 (S10) - 30 ECTS

- Research Internship - Management, with thesis and tutored project (30 ECTS)

In-Lab and Research Fields:

- The In-Lab introduces students to management research methods and supports the construction of their project in contact with a laboratory and a scientific mentor.
- Internship themes announced for 2026-2027: Sustainability Performance, Reporting; Sustainable Entrepreneurship and SME Management; Water Management.
- Each student chooses their research topic according to their professional project.

ADMISSION REQUIREMENTS & STUDENT PROFILE

The track welcomes French and international students. Entry into M1 is open to holders of a Bachelor's degree (Licence) in management or an equivalent degree corresponding to 180 ECTS. Direct entry into M2 is open to holders of an M1 in management or equivalent training corresponding to 240 ECTS; students who have validated the MaST M1 access M2 under the conditions provided by the program.

Expected Skills and Profile:

- Excellent academic record and solid theoretical and practical knowledge in management.
- Ability to follow contemporary managerial challenges, understand organizational operations, and contribute to strategy development.
- Aptitude to argue rigorously, work in a team, and analyze and synthesize knowledge with a critical mind.
- Demonstrated interest in sustainable development, notably in its environmental, food, and health dimensions, and motivation for research.
- Minimum B2 English level. The application file includes a CV, a cover letter, two recommendation letters from a researcher or teacher, transcripts, and an estimated class ranking.

CAREER OPPORTUNITIES

The degree prepares students for doctoral studies as well as management, study, consulting, evaluation, and project management roles in companies, public organizations, local authorities, associations and NGOs, consulting firms, research organizations, and innovation and entrepreneurship support structures.

Targeted Professions and Functions:

- Project manager or officer in sustainable development, CSR, ESG, or transition.
- Consultant in responsible strategy, sustainable transformation, sustainability reporting, or SME support.

- Analyst or study officer in management, sustainable performance, risks, entrepreneurship, or innovation.
- Project manager within a company, public organization, or NGO specialized in sustainable transition.
- Research engineer, research assistant, or knowledge transfer and valorization officer.

RESEARCH LABORATORIES & ACADEMIC PARTNERS

- University of Montpellier and Montpellier Management, the hosting component of the track.
- IDIL graduate program, for interdisciplinarity, non-core courses, transversal training, and collective projects.
- Montpellier Research in Management (MRM), the hosting laboratory and scientific backing structure of the track.
- Lab Entreprendre, associated with the design of the MaST track and training through and for research in entrepreneurship, management, and sustainability.
- Laboratories and research teams of the University of Montpellier mobilized according to the student's personalized project and internship topics.
- Companies, public organizations, and NGOs likely to host all or part of the internships and projects, in coordination with scientific supervision.