



**LEUPHANA**  
UNIVERSITÄT LÜNEBURG



## DEAR APPLICANTS, WELCOME TO LEUPHANA UNIVERSITY!

Leuphana is a young university that emphasizes innovation, rather than tradition. It aspires to create a stimulating space for the collective search for knowledge and sustainable solutions. Our success is based on the creativity and energy of our professors and academic staff. We encourage researchers to cross disciplinary boundaries, take responsibility and impact on society. We convey this understanding to our students in teaching, research projects and campus life.

At Leuphana, every course of study is built on a holistic approach. The emphasis is on socially relevant issues instead of subjects. For our students, this means engaging in different scientific approaches from day one. We promote in particular female students in their scientific and technical interests and education.

Empowering minds. Inspiring innovations. Shaping transformations.

The **School of Management and Technology** at Leuphana University drives innovation in management and technology to shape transformations in business and society. It leverages the combined potential of business administration, business information systems, engineering, and business psychology to advance knowledge and competencies for responsible, future-oriented action. The School provides inspiring learning environments that prepare for the future of work and has high research output. It collaborates with other societal and research institutions, regional businesses and government, thus enabling excellent research conditions. The School has signed the UN Principles of Responsible Management Education, is the first German member of the renowned Global Business School Network (GBSN), and is on its way to AACSB accreditation.



THE SCHOOL OF MANAGEMENT AND TECHNOLOGY AT LEUPHANA UNIVERSITY LÜNEBURG INVITES APPLICATIONS FOR THE FOLLOWING JUNIOR PROFESSORSHIP:

## **BUSINESS ADMINISTRATION, IN PARTICULAR STRATEGIC ENTREPRENEURSHIP (W1)**

The junior professorship advances an understanding of how strategic management shapes and is shaped by entrepreneurship. Your research is informed by broader theoretical debates in strategy and entrepreneurship, meets the highest standards for empirical studies, and connects strategic entrepreneurship themes to the field of sustainability and digital transformation.

In particular, we seek candidates who bridge strategic entrepreneurship with broader debates and approaches from organization studies. Fields in the area of management that the professorship could inform with a focus on strategic entrepreneurship include, but are not limited to startup entrepreneurship, corporate entrepreneurship, digital entrepreneurship, institutional entrepreneurship, entrepreneurial ecosystems, strategy and entrepreneurship as process and practice, power and politics, time and temporality, paradoxes and dialectics in strategy-making, and future-making. With these or other themes, the professorship contributes to “entrepreneurship” as one of the School of Management and Technology’s profile areas. The position is also expected to complement existing research on the psychological, technological, or cultural sides of entrepreneurship by contributing an organizational/strategic view and to give broader impulses to further developing the school’s profile areas of “digital transformation” and “responsible and sustainability management”.

Therefore, in teaching, the incoming Professor for Strategic Entrepreneurship will offer electives focusing on strategic entrepreneurship and its intersections with managing startups, as well as digital and sustainable business transformations. Prospectively, you will also offer introductory courses and seminars on management that provide a solid basis for subsequent electives, as well as contributions to doctorate education in the research group on Entrepreneurship, Management, and Innovation. Beyond research and teaching, you are willing to inspire and educate students as well as non-academics to make a sustainable impact on people, organizations, and society; respectively, you ideally have ideas to impact society.

You share the idea of the university as an educational community. As a scholar willing to engage in interdisciplinary collaboration at the School of Management and Technology and beyond, you will participate in PhD education and contribute to the Leuphana Center for Organization & Social Transformation (LOST) and the RCE (Research Centre of Entrepreneurship) with your own original profile.

You strive to establish a vibrant international network and develop an internationally visible research program. This is demonstrated by a developing track record of highly-ranked entrepreneurship and management journal papers according to VHB Jourqual 3 or the Academic Journal Guide, which have a published and/or revise and resubmit status, competitive conference papers, and ideally research awards. Initial contributions to leading national and international scientific associations and conferences (AOM, EGOS, SMS, WK ORG, WK TIE, WK STRA, etc.) are expected. You have initial experience in the acquisition of externally funded projects (e.g., supporting research



proposal applications, submitting research proposals, acquiring grants, collaborating on larger applications, experience with the handling of third-party funding projects), which indicates a successful approach to the acquisition of third-party funding as well as supporting the development of a viable third-party funding strategy during the junior professorship. Ideally, you have already successfully acquired third-party funding on your own.

You have an excellent command of the English language. Ideally, you have spent some time in your career at a leading international business school and have a track record of teaching classes in English. If you do not speak German, you are willing to learn it within a reasonable period.

For this position, we seek a committed early-stage researcher who shows promise of excellence in teaching and research. According to § 30 NHG, formal requirements are a university degree and Ph.D. in a discipline relevant to the open position, your aptitude for teaching, and your ability to engage in independent academic research as demonstrated by the outstanding quality of your dissertation.

The junior professorship will be filled in accordance with pay grade W1 and is initially limited to a period of three years. The position will be extended for an additional three years, subject to a positive academic evaluation (in accordance with the [guidelines for the mid-term evaluation of junior professors](#) of Leuphana University Lüneburg). The standard teaching load is 4 LVS.

At Leuphana, you will find an academic community that is open to changes in perspective and cultivates the dialogue among the different disciplines as well as between research and practice. With spirit and initiative, we address the challenges of civil society in the 21st century. Pursuing our idea of liberal education, we enable our students to think, reflect and act upon it. Our professors foster the awareness of gender and diversity aspects in teaching and research. Leuphana University is an equal opportunities employer. The university aims to increase its number of female professors. Qualified women are especially invited to apply.

For further information, please contact the Dean of the School of Management and Technology, Prof. Dr. Paul Drews ([paul.drews@leuphana.de](mailto:paul.drews@leuphana.de)).

Please submit your application (without submission of an application photo) consisting of the following materials in two separate PDF files: a) motivation letter, CV, copies of academic degrees, and b) three relevant publications or manuscripts either under review or about to be submitted to a journal. Please enclose the completed [application form](#) (as Excel file) with your documents. Guidance on the required application materials can be found [here](#).

Applications should be sent preferably via email using the keyword “**Strategic Entrepreneurship**” (W1) to [beko@leuphana.de](mailto:beko@leuphana.de) or to the President of Leuphana University Lüneburg, Post Box 2440, Lüneburg D-21314 by **March 03, 2024**. Please be aware that we cannot return application documents sent physically.

By submitting your application, you consent to your data being stored and processed for the purpose of the recruitment process. Please note our Data Protection Notice for Applicants ([in English](#) or [in German](#)).

## **BECOMING A PROFESSOR AT LEUPHANA UNIVERSITY LÜNEBURG**

### **YOUR APPLICATION**

When applying for a professorship at Leuphana, please be aware that the formal requirements are prescribed by law and cannot be overruled by the selection committee. Your documents should provide a concise insight into your unique scientific profile and how you and your achievements will contribute to Leuphana University. When reviewing the publications you handed in, the selection committee would like to grasp your scientific aptitude, the quality and the scope of your work. Hence, you are invited to select three publications in order to showcase your versatility and suitability for the open professorship. Also, if identified in your CV, the committee will take events impeding your academic advancement into account such as illness, childbirth, or care. Please do not include a picture in your CV.

### **WE ARE SELECTING CAREFULLY**

The appointment of a professor in Germany is a formal process that typically takes between 6 to 12 months and involves several steps. A selection committee (Berufungskommission) is established specially for the purpose of selecting the most promising candidates, it consists of professors, students as well as scientific and administrative staff. After the application deadline, the committee takes the time to thoroughly review the applications and publications and to invite the most suitable candidates to a personal interview, including a scientific presentation and a test lecture. At that stage, they may also ask you to provide further details such as research or teaching concepts. Usually, the best three candidates are then assessed by professors from other universities based on their application documents. Considering these assessments, the committee ranks the candidates according to suitability and recommends them for appointment. The list is final after passing the university boards: Department Council, University's Senate, Presidential Committee and Board of Trustees. Only after that, the first candidate is invited to take up negotiations regarding resources and remuneration, receiving a letter of appointment. Should the offer be turned down by one candidate, the person following on the list is contacted.

### **BEING A PROFESSOR IN GERMANY**

As a professor in Germany, you will have the privilege of being elevated to civil servant status if you meet the personal requirements (i.e., pass an official medical examination, provide a certificate of good conduct). This status is beneficial in terms of salary, pension, health insurance and employment security when compared to other academic employment. The civil service status is established not by an employment contract, but by a "certificate of appointment". If appointment as a civil servant is not possible, you will be employed under contract. A separate agreement between you and Leuphana, which is subject of the negotiation preceding your appointment, will define the resources and services provided by the university as well as the contribution you will make to research, teaching and the development of Leuphana University.