



**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.

Scholars at the **School of Education** investigate the individual and institutional preconditions, processes and outcomes of education, development, and social interaction. In doing so, we consider different patterns and conditions of living, learning, teaching, and social service provision within modern societies. Both basic and applied research form the foundation of interdisciplinary, collaborative, and internationally recognized research in these fields. Against this background, the **Institute of Social Work and Social Pedagogy (IFSP)** is committed to conduct high-quality research on numerous internationally relevant topics in Social Pedagogy (e.g., child welfare/child protection, migration, social work education, trust and client-provider relationships, or social inequality) that can be grouped around the overarching theme of „Social Pedagogy in Diverse Societies“.

THE SCHOOL OF EDUCATION AT LEUPHANA UNIVERSITY LÜNEBURG INVITES APPLICATIONS FOR THE FOLLOWING FULL PROFESSORSHIP:

## **SOCIAL PEDAGOGY, IN PARTICULAR DIVERSITY RESEARCH (W2/W3)**

Your research is dedicated to exploring diversity and gender issues from a social-scientific, interdisciplinary perspective. The successful candidate will focus on fields that are pertinent to Social Pedagogy and/or Social Work or that are closely related to these fields. In the latter case, you will direct your future research towards genuine fields of social pedagogy/social work (e.g., child protection, child and youth welfare, vocational education, client-provider relationships). Your profile shows a diversity- and inequality-conscious approach that explicitly addresses social categorizations, social identities and associated lifestyle patterns, social inclusion and exclusion processes or stereotyping and discrimination processes relevant to social pedagogy/social work. In this way, your research is compatible with current international perspectives on diversity and gender. It focuses on gender and at least one other diversity dimension (e.g., race/ethnicity, religion, age/generation, class, sexual orientation, disability). You are dedicated to empirical research with excellent knowledge in either qualitative methods, quantitative methods, or both. Ideally, you are also experienced in conducting mixed-methods research.

We are seeking a committed researcher with an outstanding international research profile in combination with a track record of unique ideas put into action, impacting their field as well as society. You have a strong publication record in national and/or international peer-reviewed scientific journals and initiated and conducted research projects, ideally funded through well-established research funding organizations (e.g., DFG, ERC). You have established a vibrant network with national and international collaboration partners in research and teaching. Getting postgraduate students involved in your research is your special concern. You have a track record of teaching courses at the Bachelor's and Master's level, ideally also in English language, in the subject areas of this professorship. Your academic work gives evidence of innovative contributions to teaching and research, your talent for cooperating with partners inside and outside academia and your strong commitment to interdisciplinary dialogue. You have a very good command of the English language. If you do not speak German, you are willing to learn it within a reasonable period.

The professional position will be filled in accordance with pay grade W2/W3 (university full professorship). Formal requirements are based on § 25 of the Lower Saxony Higher Education Act (NHG) and include a university degree and a doctoral degree in social pedagogy, educational science, sociology, psychology or another discipline clearly 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, as well as additional academic achievements obtained, i.e. in the course of being an assistant professor, during your postdoctoral lecture qualification (German: *Habilitation*) or other achievements recognized as being equivalent to a postdoctoral qualification.

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, our students are enabled to



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think, question and act upon it. Our professors foster the awareness of gender and diversity aspects in teaching as well as 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 Education, Prof. Dr. Michael Besser ([michael.besser@leuphana.de](mailto:michael.besser@leuphana.de)), or Prof. Dr. Birte Siem ([birte.siem@leuphana.de](mailto:birte.siem@leuphana.de)) from the Institute of Social Work and Social Pedagogy.

Please submit your application (without submission of an application photo) consisting of the following materials in two separate PDF files: a) motivation letter, CV, full publication list, copies of academic degrees and b) three relevant publications. 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 by email using the key word **“Diversity” (W2/W3)** to [beko@leuphana.de](mailto:beko@leuphana.de) or to the President of Leuphana University Lüneburg, Post Box 2440, Lüneburg D-21314 by **April 14, 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 especially 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. If the position you are applying for is not designated as temporary, appointment for life is intended after a probation period. The salary follows a state pay scheme (*W-Besoldung*), for full professors it allows for individual bonuses depending on their performance.

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.