



**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.

At the **School of Education** at Leuphana University, scholars focus on the individual and institutional conditions, processes and results of learning. Within the scope of the university-wide Educational Research profile topic, academics in the School investigate the development of primary and secondary school students as future agents of civil society. For this purpose, educational sciences such as Pedagogy and Psychology are combined with the teaching subjects of German, English, Mathematics, general Science and Social Studies, Politics, Religious Education, Art, Music, Physical Education, Biology and Chemistry as well as Business and Social Education.

The [Centre for Empirical Educational Research](#) is a cross-university nucleus of empirical educational research for innovative, progressive education policy in Lower Saxony and will be expanded in cooperation with other universities in Lower Saxony in the future. The Centre for Empirical Educational Research combines expertise at the highest research level in the central areas of educational measurement, educational monitoring and educational innovation & change, and supplements this in a targeted manner with activities in other relevant fields of action.

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

## **EDUCATIONAL MEASUREMENT (W2/W3)**

The new to-be-established Centre for Empirical Educational Research in Lower Saxony (Zentrum für empirische Bildungsforschung ZEB) and the School of Education at Leuphana University Lüneburg are seeking a scientifically outstanding individual to represent the field of Educational Measurement in its full scope within both research and teaching. In research, the professorship will lead the Educational Measurement research focus at ZEB and complement the already prominent profile in empirical educational research within the School of Education at Leuphana University Lüneburg. In teaching, the professorship will be responsible for the successful professional development of prospective teachers in educational sciences and will contribute to the development of new academic programmes, including educational science master's programmes and doctoral tracks, such as an English-language master's programme in "Assessment, Measurement and Evaluation."

The professorship, together with the newly to-be-appointed Professorships in Educational Monitoring and Educational Innovation & Change, will actively participate in the establishment, development, and consolidation of the Centre for Empirical Educational Research in Lower Saxony (ZEB). The Centre will strengthen the visibility of empirical educational research in Lower Saxony through cooperative efforts among several universities in the region and will deliver research output at an international level of excellence. The professorship's specific content focus in this context will be on developing, measuring, and modelling competencies and their determinants. Current discourses, such as the use of technology-based and ambulatory assessment methods, as well as the measurement of future-oriented competencies, including civic competencies, digital skills, and sustainability competencies, will also be addressed. The professorship will lead the scientific activities of the "Educational Measurement" research area, which will include two positions dedicated to scientific qualification. An additional junior professorship will also be affiliated with this research area.

Your research demonstrates a clear focus on both substantive and methodological questions of empirical educational research and enriches the academic discourse on the aforementioned topics with significant forward-looking contributions, which published in high-quality outlets, with clear national and international visibility. For an appointment at the W3 level, we expect an independent, broad, and innovative research profile with a visible international impact, evidenced by a consistent record of high-level publications in recognized academic outlets.

In addition, you are able to demonstrate experience in successfully acquiring third-party funding. For a W3 professorship, this experience includes leading roles in prestigious funding programmes (e.g. DFG, ERC) and/or collaborative research projects. Moreover, you present a compelling vision for the development of the professorship, including a coherent publication and funding strategy for the coming years. Your research projects also aim to produce practice-relevant results. Ideally, you have specific experience in cooperating with educational administration and practice partners.

In the area of teaching, you demonstrate a portfolio of subject-specific teaching experience in the thematic area of the professorship and distinguish yourself through innovative contributions to teacher training in the context of



# LEUPHANA

UNIVERSITÄT LÜNEBURG

educational sciences. You have successfully supervised theses, ideally including doctoral dissertations, in the professorship's thematic area, and should be willing to continue to engage in curriculum development and doctoral supervision. For an appointment at the W3 level, you also have experience in establishing and successfully mentoring and qualifying a scientific research team. During the initial phase of the ZEB (six years), a reduced teaching load will be in place.

You are also prepared to assume leadership and organizational responsibilities within the Centre for Empirical Educational Research and ideally have leadership experience conducive to this role.

You can demonstrate the ability to deliver courses in English. Due to the proximity of the professorship to German-language educational policy discourse, excellent German language skills are also required.

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 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, and 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. In addition, you should provide evidence that you have teaching experience or suitable pedagogical experience or experience in empirical research corresponding to the tasks of the professorship.

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 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 the Vice-Dean for Research, Prof. Dr Marcus Pietsch ([marcus.pietsch@leuphana.de](mailto:marcus.pietsch@leuphana.de)). Information about the Centre for Empirical Educational Research in Lower Saxony (ZEB) can be found [www.zeb-niedersachsen.de](http://www.zeb-niedersachsen.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, full publication list, copies of academic degrees, a research and cooperation concept (approx. three pages) 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](#).



**LEUPHANA**  
UNIVERSITÄT LÜNEBURG

Applications should be sent preferably by email using the key word “**Educational Measurement (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 **March 9, 2025**. 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. 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.