



DEAR APPLICANTS, WELCOME TO LEUPHANA UNIVERSITY!

Leuphana is a young university that emphasizes innovation over tradition. It aspires to create a space stimulated by a 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 make a positive 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 rather than traditional subjects. This means engaging our students in various scientific approaches from the outset.

Empowering minds. Inspiring innovations. Shaping transformations.

[Leuphana School of Management and Technology](#) drives innovation in management and technology to shape sustainable transformations in business and society. It forms a dynamic and innovative community of scholars in the areas of organization, entrepreneurship, responsible management, sustainable product development processes, digital transformation and data science, as well as psychology. It belongs to the top 10% of the strongest research business schools in the world. LSMT has signed the UN Principles for Responsible Management Education (PRiME) and is a member of the renowned Global Business School Network (GBSN) and the European University Network on Entrepreneurship (ESU). In northern Germany, LSMT is the first public organization to receive AACSB Accreditation.

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

BUSINESS ADMINISTRATION, IN PARTICULAR MANAGEMENT ACCOUNTING & CONTROL (W2/W3)

For this position, we seek a committed researcher with international experience in research and teaching, as well as a strong research agenda. Your research focus lies in the field of management accounting & control. It is informed by broader debates at the intersection of the fields of management accounting & control and a complementary perspective to the institute's existing research activities. A complementary focus on digital transformation is preferred; this can be realized in your research topic and/or your methodology. Methodologically, you possess strong quantitative research method expertise, which is preferably complemented by competency in qualitative research methods.

You show a strong commitment to high-quality research, as demonstrated by a track record of publications in recognized peer-reviewed outlets (VHB Jourqual 4 (A or higher) or the Academic Journal Guide (4 or higher)) and a portfolio of high-quality publications. You pursue a viable publication strategy and have a promising publication pipeline. You have established a vibrant international network and are actively involved in leading national and international scientific associations and conferences. You have experience in attracting external funding and, ideally, a record of successful third-party grants. You are able to present a viable strategy for obtaining third-party funding. You are prepared to build and lead a research group (PhD candidates and postdoctoral researchers) financed through internal and third-party resources and can demonstrate experience in supervising and, preferably, leading research teams. You are also willing to actively contribute to deepening and extending international partnerships in research and teaching at the School of Management and Technology. Active participation in academic services is expected; ideally, you already have experience in this area.

In terms of teaching, we are seeking a candidate with experience in teaching management accounting & control at the bachelor's and master's levels who provides high-quality and innovative instruction. You will offer mandatory introductory and specialized courses on management accounting & control in our bachelor's and master's programs, supervise theses, and contribute to the ongoing development of the programs. You will also contribute to the doctoral training in the research group of Management, Accounting, and Finance. You develop teaching methods in line with Leuphana's approach to research-based education and an emphasis on student activation. You contribute to Leuphana's educational philosophy, and you show commitment to uphold the high standards of our programs. Most of our courses at the bachelor's and master's levels are taught in English. Consequently, we expect an excellent command of written and spoken English. Ideally, you have spent a longer part of your career at a leading international business school, and you have a strong track record of teaching classes in English. If you do not speak German, you are ready and willing to learn it within a reasonable period.

You share the idea of the university as an educational community. You are expected to support the school's mission in research, teaching, and knowledge transfer, and to create a societal impact. You have a clear concept of how you plan to contribute to the school's interdisciplinary research profile and to cooperate with the colleagues at Leuphana, in particular at the Institute of Management, Accounting and Finance, at the Institute of Management and

Organization or the Center for Sustainability Management as well as with stakeholder groups from politics, business, civil society, and other academic institutions in the metropolitan area.

The professional position will be filled in accordance with the pay grade W2/W3 (equivalent to a 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 above-average quality of your dissertation; and other 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 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 PR(i)ME and promote awareness of gender and diversity aspects in both 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. Severely disabled applicants and applicants with equivalent status will be considered preferentially in accordance with the applicable legal provisions.

For further information, please contact the Dean of the School of Management and Technology, Prof. Dr. Paul Drews (paul.drews@leuphana.de), or Prof. Dr. Patrick Velte (patrick.velte@leuphana.de) at the Institute of Management, Accounting & Finance.

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, a selection of recent course evaluations (max. 3), and b) your three most relevant publications and your most relevant working paper in the field of this job post. Please enclose the completed [application form](#) (as Excel file) with your documents in the English language. Guidance on the required application materials can be found [here](#).

Applications should be sent preferably by email using the keyword **“Management Accounting” (W2/W3)** to beko@leuphana.de or to the President of Leuphana University of Lüneburg, Post Box 2440, Lüneburg D-21314 by **January 21, 2026**. 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.