



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.

The programs at the [School of Sustainability](#) draw on an interdisciplinary approach that integrates the social and natural sciences. Its central focus is on tackling socially relevant issues rather than adhering strictly to traditional academic fields. For our students, this means engaging with diverse scientific methodologies from the very beginning of their studies.

The mission of the School of Sustainability at Leuphana University is to inspire and support the pursuit of a just and sustainable future. We are committed to equipping students, faculty, and the wider community with the skills and opportunities needed to drive societal transformation toward sustainability at all levels. To achieve this, we strive for excellence in internationally recognized, problem-oriented inter- and transdisciplinary research and teaching within the field of sustainability science. Our sustainability education emphasizes key competencies, including problem-solving skills and the ability to collaborate effectively with experts and stakeholders.

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

SUSTAINABILITY AND INNOVATION (W3)

You conduct research on sustainability and innovation at an internationally leading academic level. Your interdisciplinary research and teaching on sustainability and innovation demonstrate relevance to neighboring disciplines, including for example public policy, sustainability transitions, technology management, circularity, and regeneration or corporate sustainability. Your internationally positioned research profile and network of partners inside and outside academia documents your broad impact in the area of how innovations can and do contribute to sustainability transitions of the economy and society. Your research is characterized by sophisticated empirical methodologies and is founded in theories linked to sustainability and innovation.

Based on management and sustainability research, you deal with phenomena such as initiation, creation, emergence, implementation, and scaling of sustainability innovations, as well as how innovation processes affect sustainable development. You also investigate topics related to societal transitions towards sustainable development, such as the role of regulations, (corporate) entrepreneurship, the take-up of innovations by consumers, as well as different processes of innovation such as collaborative, incremental, and radical approaches of innovation management, financing, organizing, and fostering sustainability innovation.

Your research fosters the development of theories and management research methods in the domains of sustainability and innovation. The scientific goal of your research is to contribute to the development of concepts and approaches to promote sustainable development with a clear focus on sustainability and innovation.

You have a strong publication record in international, peer-reviewed scientific journals. You have successfully acquired third-party funding, ideally funded by well-established research funding organizations (DFG or comparable funding programs).

You are a passionate lecturer of bachelor's and master's students and have interest or experience in also teaching courses for PhD-students or executive education. You have proven experience in the supervision of students (bachelor, master, and Ph.D.) (relative to opportunity) and can document your teaching experiences in seminars, and ideally also lectures, in the subject areas of this professorship. You have successfully supervised theses, ideally also doctoral theses, in the subject area of the chair. You can present a clear and convincing strategy for (further) developing your research group, including activities to attract third-party funding.

The professional position will be filled in accordance with pay grade W3 (university full professorship). Formal requirements according to § 25 of the Lower Saxony Higher Education Act (NHG) include a university degree in management, sustainability science or other relevant social sciences and a doctoral degree relevant to the open position; aptitude for teaching; an ability to engage in independent academic research as demonstrated by the above-average quality of the PhD dissertation; and additional academic achievements obtained e.g. in the course of being an assistant professor, during postdoctoral lecture qualification (German: Habilitation) or other achievements recognized as being equivalent to a post-doctoral 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 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. 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 Sustainability, Prof. Dr. Harald Heinrichs (harald.heinrichs@leuphana.de) or Prof. Dr. Jacob Hörisch (jacob.hoerisch@leuphana.de) at the Center of Sustainability Management.

Please submit your application consisting of the following documents in two separate PDF files: a) motivation letter, CV, copies of academic degrees and b) your three most relevant publications. 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 **“Sustainability and Innovation” (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.