



LEUPHANA
UNIVERSITÄT LÜNEBURG



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 and sustainability management, sustainable product creation 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.



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

ENTREPRENEURSHIP (W3)

In research and teaching, the professorship represents entrepreneurship as an interdisciplinary skill for the future – a creative, responsible, and action-oriented field that ranges from start-ups and spin-offs to self-employment and social, sustainable, and cultural innovations.

With a view to the necessary knowledge, practices, and mindset of entrepreneurs, the professorship analyzes for example, different phases, practices, and processes of founding and entrepreneurship, the set-up and responsible management of a company, and the development and scaling of innovation-oriented business models. In addition, social dimensions such as the significance, responsibility, and transformative aspects of entrepreneurial activity are addressed and reflected upon. In doing so, you will be able to combine business, psychological, technological, and social science perspectives.

For this position, we are looking for a committed personality with an excellent research profile in the field of entrepreneurship. Methodologically, you have strong analytical skills and sound quantitative and/or qualitative methodological knowledge. You demonstrate your research excellence through a continuous track record of publications in highly regarded international journals, as well as a promising publication pipeline and a viable publication strategy for the coming years. You have built up a lively network and are active in leading national and international scientific associations, conferences, and societies (e.g., AoM, SMS, EGOS, Babson). You have experience in conducting self-acquired competitive third-party funded projects, ideally also in cooperation with industry, as well as in leading (research) teams.

In the area of teaching, we are looking for a person who can create an inspiring teaching and learning environment that prepares students for entrepreneurial activities in a methodical manner and also fosters the necessary mindset. You have experience in teaching subject-specific courses, ideally using innovative formats and teaching methods. Only one part of the teaching obligation within the professorship is to be fulfilled in undergraduate teaching. Therefore, you will develop additional innovative, practice-oriented teaching and transfer formats (e.g., incubators, idea competitions, coaching, entrepreneurship workshops). You will work closely with the emerging Entrepreneurship Center, the Start-up Service, SCHuB, and the Yunus Center. You would be willing to take on a creative role in the Entrepreneurship Center. You enjoy working with students and on practice-oriented projects with external partners. In addition, you are committed to supporting researchers in the qualification phase and have a track record of successful supervision. Most of our courses at the bachelor's and master's level are taught in English, so corresponding English language skills are expected.

The professorship is embedded in an attractive, dynamic research, teaching, and innovation environment at the School of Management and Technology, where several professorships with different entrepreneurship foci are active. Leuphana offers excellent opportunities for cooperation within the university and with partners from science, business, and society. You share the idea of a university as an educational community. You are expected to support the school's mission in research, teaching, and knowledge transfer and to strive for social impact. You have a clear concept of how you will contribute to the school's interdisciplinary research profile (which includes entrepreneurship, sustainability management, digitalization, transformation, sustainable product development processes) and how to

cooperate with colleagues at Leuphana as well as with stakeholder groups from politics, business, and civil society. You have a role in the development of a regional entrepreneurial ecosystem (innovation community) and can demonstrate relevant experience or have an approach for how you will fulfill this role. Your own entrepreneurial experience or start-up(s) would be beneficial.

The professional position will be filled in accordance with the pay grade 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 University Lüneburg, you will find an academic community that is open to different perspectives and cultivates dialogue between disciplines and between research and practice. We are committed to addressing the challenges of the 21st century civil society with dedication and vigour. As an institution in the liberal arts tradition, we guide our students to think, question and act independently. Our professors promote PR(i)ME and awareness of gender and diversity issues in both teaching and research. Active participation in academic self-administration is expected.

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).

Please submit your application (without submission of an application photo) consisting of the following materials in one PDF file: Cover letter, CV, list of publications (highlighting five particularly relevant publications), list of lectures, list of third-party funding, list of teaching activities, recent course evaluations (max. 3) and copies of academic degrees. 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 “**Entrepreneurship**” (W3) to beko@leuphana.de or to the President of Leuphana University of Lüneburg, Post Box 2440, Lüneburg D-21314 by **April 12, 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. 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. 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.