



LEUPHANA
UNIVERSITÄT LÜNEBURG



DEAR APPLICANTS, WELCOME TO LEUPHANA UNIVERSITY!

Leuphana is a young university that lays emphasis on innovation, rather than tradition. It is continuously aspiring 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 impact 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.

It is the mission of the **Faculty of Sustainability** at Leuphana University to inspire and promote a just and sustainable future. We aim to provide students, professors and the community the competencies and opportunities to transform society towards sustainability at all levels. To this end, we seek to conduct excellent, internationally recognized, problem-oriented inter- and transdisciplinary research and teaching within the field of sustainability science. Our sustainability education aims to teach and integrate key competencies that include problem-solving skills and the ability to collaborate with experts and stakeholders.



THE FACULTY OF SUSTAINABILITY AT LEUPHANA UNIVERSITY OF LÜNEBURG INVITES APPLICATIONS FOR THE FOLLOWING FULL PROFESSORSHIP WITHIN THE INSTITUTE OF ECOLOGY:

ECOLOGY, IN PARTICULAR VEGETATION ECOLOGY AND BIODIVERSITY CONSERVATION (W2/W3)

You are a committed researcher with an outstanding international research profile in the field of vegetation ecology and conservation. Your research mainly focuses on functional aspects of vegetation (but may span other taxonomic groups as well), and how functional biodiversity, as well as ecosystem functions and services, contribute to sustaining and creating sustainable landscapes. Your research strives to move the field of biodiversity conservation forward, thus making a key contribution to evidence-based conservation. You combine a range of biodiversity and conservation methods focusing on vegetation and its link to soils and management, ranging from replicated experiments (which can include field and controlled experiments) to observational field work in real-world landscapes. For example, to provide evidence-based solutions for sustainable land-use management decisions requires a strong grounding in functional biodiversity knowledge and experience from an ecological perspective, including knowledge of habitat and species characteristics and the interactive role of different global change drivers. In times of multiple and increasing demands on landscapes, which has brought the topic of multifunctionality into focus, a better integration of the field of Biodiversity Ecosystem Functioning (BEF) and delivery of ecosystem services and conservation outcomes is needed. The Faculty of Sustainability with its strong functional biodiversity and landscape management research in the institute of ecology and in other institutes, including the newly founded Socioecological Systems Institute (SESI), is the ideal place for you to contribute to achieving this goal.

Examples of core themes you could work on are: plant-soil interactions, global change research, biodiversity-ecosystem functioning, invasive species and/or climate change as drivers of biodiversity loss, multifunctionality of landscapes within conservation and ecological restoration, functional traits and biodiversity conservation, or linking biodiversity and community assembly.

You combine excellence in your field with a track record of developing unique ideas and theories that you strive to test for their relevance in practice, preferably including experimental approaches at plot and/or landscape scales, thus impacting your academic field as well as society and the science-policy interface. You are active in interdisciplinary and/or transdisciplinary research and cooperate actively with a range of different academic and non-academic stakeholders.

The research topics addressed should be integrated into the Faculty of Sustainability's teaching programmes at both undergraduate and graduate levels. You have a strong grounding in vegetation ecology and are able to teach both undergraduate and graduate-level courses in vegetation ecology. You have experience in teaching about biodiversity, vegetation ecology and conservation. You maybe even combine research-driven teaching in innovative formats that span ecological theory as well as conservation practice. Teaching responsibilities will include courses in ecology (i.e. biogeochemistry and global change, soil ecology and landscape ecology) with a strong focus on ecology and global



change as well as ecosystem functioning and services (e.g. lectures, field and lab courses) within the B.Sc. Environmental Sciences & Global Environmental Science and Sustainability (GESS) and the M.Sc. Sustainability Science. Applicants should have a proven experience in the supervision of students (bachelor, master and PhD) relative to career opportunity.

Requirements include extensive experience with practical ecological work and a strong track record (relative to opportunity) with respect to publications and the acquisition of third-party funding. The professorial position will be filled in accordance with pay grade W2/W3 (university professor).

Formal requirements according to § 25 of the Lower Saxony Higher Education Act (NHG) are: a university degree relevant to the open position for example in ecology or environmental science or others; a doctoral degree in ecology and related fields; experience and aptitude in teaching; an ability to engage in independent academic research, as demonstrated by the outstanding quality of your dissertation as well as additional academic achievements obtained (e.g. in the course of being an assistant professor, during your postdoctoral lecturer qualification or habilitation in Germany).

At Leuphana you will find an academic community that is open for many different perspectives and cultivates dialogue among different disciplines as well as between research and practice. With spirit and initiative, we address the challenges facing 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.

For further information, please contact the Dean of the Faculty Prof. Dr. Henrik von Wehrden (henrik.von_wehrden@leuphana.de) or the deputy head of the Institute of Ecology Prof. Dr. Vicky Temperton (vicky.temperton@leuphana.de).

Leuphana University is an equal opportunities employer and encourages applications from women, disabled persons, and people from other minorities who will be given priority consideration if as equally qualified as other applicants.

Please submit your application consisting of the following materials in two separate PDF files: a) motivation letter, CV, full publication list, full credentials and contact details of two academic referees, copies of academic degrees and b) five key relevant publications (combined as one pdf). Guidance on the required application materials can be found [here](#).

Please submit your application by **September 19, 2021**, using the keyword **Ecology**, preferably electronically to beko@leuphana.de or to the President of Leuphana University of Lüneburg, Post Box 2440, 21314 Lüneburg, Germany. Please be aware that we cannot return applications 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 a number of steps. A selection committee (Berufungskommission) is established specially 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 on the basis of 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 with regard to 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.