



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 JUNIOR PROFESSORSHIP:

SUSTAINABILITY SCIENCE AND PSYCHOLOGY (W1)

For this position, we are seeking a committed early stage researcher who shows promise of excellence in teaching and research as well as unique ideas to impact their field and society. Women are especially invited to apply.

You contribute to the continuous quality improvement of bachelor and master study programmes of the faculty of sustainability. This entails active engagement in teaching and supervision of Bachelor and Master Theses. You have a talent for cooperating with actors within and outside academia, and are strongly committed to interdisciplinary dialogue. Creating your own research profile which contributes to and complements existing research and innovatively connects sustainability science with psychology.

As a Juniorprofessor you contribute to theory-based research of societal transformation with an understanding of individual drivers and barriers that enable a transformation towards sustainability. You focus on the scale of individual behavior or on the aggregate scale of organizations and how they behave and affect sustainable development, and you also take into account interactions between these scales. You engage in solution-oriented (potentially transformative) sustainability research that builds on a robust disciplinary foundation, actively creates links to other disciplines, and integrates expertise of actors from outside academia. While much psychological research uses quantitative methods, we also welcome applicants with experience in qualitative or mixed methods approaches.

Formal requirements according to § 30 Niedersächsisches Hochschulgesetz (NHG) are:

- a university degree in an in an area relevant to the position such as sustainability science, behavioral science, communication, psychology
- your aptitude for teaching
- your ability to engage in independent academic research as demonstrated by the outstanding quality of your dissertation in the field of sustainability science with focus on psychology or other relevant topics related to the open position

The junior professorship will be filled in accordance with pay grade W1 and is initially limited to a period of three years. The position may be extended for an additional three years, subject to the availability of funds and a positive academic evaluation (in accordance with the guidelines for the mid-term evaluation of junior professors of Leuphana University of Lüneburg).

At Leuphana you will find an academic community that is open to 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 Prof. Dr. Matthias Barth (Matthias.barth@leuphana.de).

Leuphana University is an equal opportunities employer.

Please submit your application consisting of the following materials in two separate PDF files: a) motivation letter, CV, copies of academic degrees and b) three relevant publications.

Applications should be sent preferably by email to beko@leuphana.de or to the President of Leuphana University of Lüneburg, Post Box 2440, Lüneburg D-21314 by September 8, 2019. Please be aware that we cannot return application documents sent physically. 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.

BECOMING A PROFESSOR AT LEUPHANA UNIVERSITY LÜNEBURG

TIPS FOR 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 it, 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.