

The general legal requirements in compliance with section 36 of the North Rhine-Westphalia Higher Education Act (Hochschulgesetz – HG) are as follows:

1. University degree
2. Proven track record of teaching ability, or as an exception, the teaching ability is to be proven during the first year through a probation period.
3. Particular proficiency in scientific work, usually demonstrated by the quality of the doctorate.
4. A strong track record in the application or development of academic findings and methods, gained during a minimum of five years of professional employment in a relevant field – at least three years of these five years must have been outside of a university environment.

Questions on the recruitment process to:

Claudia Gippert

T: + 49 221-8275- 3152

E: claudia.gippert@th-koeln.de

Gustav-Heinemann-Ufer 54

50968 Köln

Position-related questions to:

Prof. Dr. Udo Nehren

T: +49 221-8275-2765

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Professional, didactic and methodical profile

The candidate holds a completed university degree in civil engineering, transportation engineering, or environmental engineering, or a closely related field, preferably with a focus on conceptual transportation planning and transportation system design. The candidate has demonstrated capacity for scientific re-search, evidenced by a doctoral degree (PhD). The candidate possesses at least five years of relevant professional experience in civil engineering, transportation engineering, or environmental engineering, including a minimum of three years outside the academic sector.

Ideally, the candidate has teaching experience at the university level or in professional training and development, supported by a teaching portfolio, as well as experience supervising theses and project work at universities, research institutions, or industry.

Professional Competences

The candidate demonstrates interdisciplinary expertise across all modes of transport, with a focus on mobility planning, spatial-conceptual traffic planning, and transport system planning, evidenced by independently conducted projects in planning and research within a company, university, or institution. The candidate's proficiency in applying digital methods and techniques for traffic analysis, modeling, and conceptual design, as well as systematic evaluation of traffic scenarios and alternatives, is proven by independently executed projects in planning and research at a company, university, or institution.

Research competences

The candidate demonstrates research competence through, for example, acquisition of third-party funding, experience in managing research projects, scientific publications and/or presentations, supervision of academic theses, and participation in research committees. The ability to identify research areas and funding sources, as well as to develop research proposals, is proven by the submission of a written research concept and an exemplary outline of a proposed research project, both to be provided upon invitation to a personal interview.

International competences

The candidate possesses both linguistic and intercultural skills that facilitate effective collaboration with diverse cooperation partners. Proficiency in using English as the language of instruction in intercultural contexts, as well as in hybrid teaching and learning formats, is required. This can be demonstrated through relevant experience or alternatively through a language proficiency test. Additionally, conversational knowledge of another foreign language is considered an advantage. Intercultural competencies are proven by experience in intercultural and/or international collaborations acquired throughout the candidate's professional career.

Didactic competences

The candidate has the ability to select, convey, and structure knowledge, insights, and contexts in a learning-objective-oriented, situational, and target-group-appropriate manner, thereby initiating learning processes and enabling successful learning outcomes. This is demonstrated by evaluation results from teaching and lecturing activities, teaching awards, participation in higher education didactics training, or published audiovisual contributions in media. Concrete proof of didactic competence will be assessed following a personal invitation, based on the quality of a trial lecture and the accompanying teaching concept, both to be presented simultaneously. Key criteria for evaluating the trial lecture include situational and target-group-appropriate behavior, attentive listening, maintaining eye contact, acknowledging and further developing arguments, as well as demonstrating understanding and appreciation.

Management competences

The candidate meets the requirements for organizational, strategic, and communication competencies, ideally demonstrated through experience in project management, leadership roles, participation in leadership development programs or trainings, and the assumption of managerial responsibilities, including voluntary and extracurricular commitments. The candidate possesses the ability to define clear, actionable objectives and to systematically monitor progress to ensure timely achievement of research and teaching goals.

A high degree of organizational skill is essential to successfully integrate innovative approaches in teaching and research. Experience in change management and adapting structures and processes, particularly in dynamic fields such as mobility and transportation, is considered highly valuable. Management competencies should also include the efficient use of resources and the capacity to form strategic alliances with external partners to advance the faculty.

Social competences and communication

The candidate possesses the ability to actively cultivate social relationships, collaborate with others in a positive working environment, work reliably in a team, and demonstrate empathy by understanding others' perspectives. This is evidenced by experience in establishing and maintaining information and contact networks, participating in collaborative projects within companies and external partnerships, initiating interdisciplinary and transdisciplinary projects in industry, research, or teaching, cooperating with external institutions and enterprises, and actively contributing to working groups and committees. Gender competence is regarded as an essential component of social skills. The candidate should demonstrate the ability to integrate gender-sensitive perspectives into teaching and research to promote an inclusive and diverse academic environment.

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Self-develop competences

The candidate demonstrates a commitment and capacity for continuous personal and professional growth. This includes the ability for realistic self-assessment and self-reflection, openness to feedback, and proactive initiative. Willingness to build on personal strengths and address weaknesses can be evidenced through extracurricular training, workshops, and additional qualifications.

Furthermore, professional and personal mobility is expected to embrace new responsibilities and gain experience at different work locations. An interest in topics beyond the candidate's primary field of expertise should also be demonstrated.

The execution of other activities not part of the professorship is subject to the regulations governing part-time employment.

With the advertisement of this position and the publication of the requirement profile, the TH Köln specifies which competencies must exist to successfully fulfill the tasks of the professorship at the TH Köln. Depending on the focus of the professorship these competencies are weighted and checked in the selection procedure. The pre-selection is based on the written application documents. The necessary competencies of the shortlisted candidates will be determined in a lecture, a scientific presentation and a structured interview. The personal introduction is completed by an interview with a personnel psychologist. In case you are shortlisted and invited to a personal interview, you will be asked to submit a written teaching and research concept in advance. You will receive more detailed information with the invitation to the lecture, the scientific presentation and the structured interview.

Additional information

Place of residence

You are expected to move/relocate to the city in which your campus is located/situated or its greater area. Remuneration

Professors are remunerated in accordance with the W2 remuneration scheme (www.lbv.nrw.de: the remuneration scale for North Rhine-Westphalia as well as information on the family supplement are available on the website of the North Rhine-Westphalia State Office for Salaries and Pensions – LBV NRW – at). In addition to the family supplement, the remuneration provisions make allowance for other benefits (performance-related benefits), in particular benefits related to the appointment as well as benefits granted on the grounds of extraordinary contributions or for securing third-party funding for research purposes. The Provisions on Performance-related Benefits at Universities in North Rhine-Westphalia are in accordance with the law (Hochschul-Leistungsbezügeverordnung – HLeistBVO) of December 17, 2004. Additionally, Cologne University of Applied Sciences has introduced individual regulations in its guidelines on W2-remuneration. Detailed information on the W2-remuneration bracket is available here: th-koeln.de/besoldung

Employment as a civil servant or as a non-civil servant

Professors may only be employed as tenured German civil servants if they hold a full-time position and comply with all legal provisions (e. g. being younger than 50 years old). The possibility of becoming a tenured German civil servant is always determined on an individual basis, and candidates should therefore contact the Head of Division for lecturers and assistants in the human resources department (Ms. Claudia Gippert / Phone: +49 221-8275-3152 / Email: Claudia.gippert@th-koeln.de). When employed under non-civil-servant conditions, professors will be remunerated in accordance with W2 gross remuneration. In

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contrast to tenured civil servant contracts, professors employed under such provisions are required to pay social security contributions.

Additional employment

Full-time professorship: additional employment of up to eight hours per week may be authorized in compliance with the legal regulations for North Rhine-Westphalia (thus permitting work in positions of practical relevance). If you work on a freelance basis with your own office, then this is subject to specific conditions as laid down in the legal stipulations on additional employment for university personnel.

Part-time professorship (less than 50 %): If your work as a professor is less than 50 % then the legal stipulations on additional employment are not applicable.

Application information

Please apply via our application management system. Go back to the [job advertisement](#) and click here:

Apply here

Here we ask you for the personal data relevant for the processing of the application and to upload the following documents (maximum fill size 10 MB per file):

- cover letter
- photo (optional)
- curriculum vitae including list of publication and overview of the courses held (here or at the other documents)
- certificates (max. 5 files)
 - University certificates
 - job references or activity reports
 - certified translations in German or English for foreign certificates
- other documents
 - such as a list of publications
 - such as an overview of the courses held (evaluation)
 - **if necessary: professor's assessment (see page 1: The general legal requirements)**

In the application form you can select the option to submit the required professor's assessment within two weeks after the end of the application period.

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