

## W2- Professorship of Software Engineering

Faculty of Information, Media and Electrical Engineering

Application deadline: 20th, March, 2026

Starting date: at the earliest opportunity

**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:

**Christiane Schnuer**  
T: + 49 221-8275- 3508  
E: christian.schnuer@th-koeln.de  
Gustav-Heinemann-Ufer 54  
50968 Köln

Position-related questions to:

**Prof. Dr. Hans W. Nissen**

T: +49 221-8275-2489  
E: hans.nissen@th-koeln.de

### Professional, didactic and methodical profile

You hold a completed university degree in a STEM (Science, Technology, Engineering, Mathematics) subject and a doctoral degree, preferably in computer science with a focus on "Software Engineering" and "Artificial Intelligence."

You have at least five years of relevant professional experience, of which at least three years have been gained outside the academic sector.

#### Professional Competencies

You have been intensively engaged for several years in both theory and practice with the design, development, and evaluation of innovative AI-based support for the entire software development process. You are able to represent several of the following subfields competently and convincingly in research and teaching, both theoretically and practically:

- AI-supported generation of modern user interfaces for desktop, smartphone, and web applications,
- Design and utilization of AI agents for software engineering,
- AI support in the generation, testing, and validation of software systems based on specifications.

#### Research Competencies

You possess a pronounced interest in research and transfer activities, ideally documented by current scientifically recognized publications or demonstrable development work in the thematic areas named under "Professional Competencies". Your research topics are pioneering and highly relevant to the fields of the advertised position.

You ideally already have a cooperative network for research and transfer. You are able to successfully acquire third-party funding from national and international public and private sponsors and can provide evidence of this. Preferably, you have experience in project management, collaborative research, and interdisciplinary research cooperation.

#### International Competencies

The fields of software engineering and artificial intelligence are strongly international in nature. You should possess competencies for international collaboration, demonstrated through stays abroad or international contacts and cooperations as well as publications. Very good English skills and the willingness and ability to teach courses in English are expected.

You are willing to actively contribute to establishing and maintaining sustainable contacts with foreign universities, especially in English-speaking countries, to motivate students at TH Köln to undertake study abroad phases and support them in doing so, and to create a supportive environment for visiting students.

If you do not possess native-level proficiency in German, you have German skills at the B1 level (Common European Framework of Reference for Languages, CEFR) at the job interview and at least B2 at the start of employment. Furthermore, you must demonstrate C1-level German proficiency by the end of the probationary period.

### **Didactic / Communication Competencies**

The professorship makes an important contribution to computer science education in bachelor's and master's programs through courses in fundamental subjects such as "Graphical User Interfaces and Interaction," "Mobile Device Programming," and "Web Architectures," as well as advanced subjects on specialized topics of AI support in software engineering. Preferably, you already have teaching experience that you can document, for example, through teaching evaluations. Competencies in project-based learning and/or research-based learning are desirable, in particular an understanding of didactic mechanisms in the interaction between learners and teachers.

You know how to utilize the considerable scope/freedom for designing your own teaching content, which the professorship offers through elective modules in bachelor's and master's programs, in coordination with your colleagues.

Many areas of generative artificial intelligence hold societal or practical relevance. You use your intercultural and language skills to communicate these appropriately and persuasively to the public.

### **Management Competencies**

You are characterized by systematic planning of teaching and research activities — also taking into account available capacities and resources. You set priorities and identify ways to realize goals. You formulate objectives, can distinguish between desirable and achievable outcomes, and assume personnel responsibility.

You think across disciplines and departments, for example when participating in expert committees, and use university resources economically. In particular, you are able to supervise and involve scientific staff to support your teaching and research and to create larger opportunities for research projects within your teaching load.

### **Social Competencies**

You possess the ability to actively cultivate social contacts, work in a team-oriented manner, and cooperate both within your discipline and across disciplines. This includes communication and cooperation with internal and external institutions as well as active participation and integration in working groups. You adapt quickly to new tasks and develop further professional aspects. You convince by your demeanor, well-articulated arguments, and clear positions. You meet deadlines and time commitments. You are characterized by collegiality, conflict competence, integrity, and the ability to engage in self-criticism.

### **Other Competencies**

You are willing to continuously develop yourself personally and professionally. You consistently reflect on your actions and are prepared to accept and provide constructive criticism. You are interested in topics that go beyond the field of software engineering and are willing to actively embrace changes and new tasks. You are aware of your strengths and weaknesses and can develop or compensate for them accordingly.

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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 be 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. Applicants are also advised that any written external expertise may result in a disclosure obligation in connection with potential competition disputes. 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](http://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/be-soldung](http://th-koeln.de/be-soldung)

### 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 (Mr. Thomas Neumann / Phone: +49 221-8275-5581 / Email: [Thomas.neumann1@th-koeln.de](mailto:Thomas.neumann1@th-koeln.de)). When employed under non-civil-servant conditions, professors will be remunerated in accordance with W2 gross remuneration. In 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.

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## 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)
  - proof for German skills at the B1 level (Common European Framework of Reference for Languages, CEFR) or equivalent

We'd love to read how you found out about this job. Thank you very much!

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