

# W2 Professorship for Work and Organizational Psychology

**Application deadline: January 28<sup>th</sup> 2025**

The professorship is based in the **Institute for Business Administration and Leadership (IBAL)**.

Starting date: **a soon as possible**

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

1. A university degree
2. Proven track record of experience in teaching (if not available, teaching within the course of the first year will be evaluated in the context of a contractual 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 research 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

## Professional, didactic and methodical competencies:

Applicants will have a university degree (preferably in psychology) and hold a doctorate. They will have at least five years of relevant professional experience, of which at least three years were obtained outside the university sector.

### Professional Competence

Several years of professional experience related to questions and issues in work and organizational psychology with a focus on transformation and project management in self-employment, industry, business or administration have been accumulated. These experiences must be documented by job references and convincingly demonstrated through a trial lecture and a structured interview with the appointment committee.

### Research competence

Research competence is demonstrated by the quality of your doctorate. We also expect publications of relevant professional work, particularly post-doctoral publications on topics related to work and organizational psychology.

### International competence

Knowledge of the German or English language is at a native level. If you do not have native-level proficiency in German, at least CEFR B1 level German skills at your interview and CEFR B2 proficiency at the start of your employment should be given. Additionally, you are required to demonstrate CEFR C1 proficiency by the end of your probation period. Very good English proficiency in both spoken and written forms is required and you should be willing and able to conduct classes in English. English-language publications or relevant international professional experiences are desirable and support the university's internationalization efforts.

### Didactic competence/communication skills

Ideally, teaching experience, preferably at universities with an applied focus, is already possessed. Teaching quality can be demonstrated through teaching evaluations. Experience in project-oriented and problem-based teaching approaches is also welcomed. Qualifications and experience in project management, transformation and change management are advantageous. The ability to work in a team within the institute, as well as in interdisciplinary areas within and outside the faculty, should be demonstrable through

Questions on the recruitment process to:

**Cornelia Luwala**

T: + 49 221-8275- 3061

E: [cornelia.luwala@th-koeln.de](mailto:cornelia.luwala@th-koeln.de)

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Position-related questions to:

**Prof. Dr. Monika Engelen**

T: +49 2261-8196-6383

E: [monika.engelen@th-koeln.de](mailto:monika.engelen@th-koeln.de)

relevant job references and should be evident in both the trial lecture session and the structured interview.

### **Management competence**

Project management experience is possessed and can be demonstrated through relevant job references. Experience in personnel management is also desirable.

### **Social skills**

Teamwork ability is one of the applicants strengths. Experience in consulting students is advantageous. This should be demonstrable through relevant job references, and social competencies should also be evident in the trial lecture and the structured interview.

### **Other skills**

An ethical stance in relation to both the field and work in a university setting is given. Knowledge and skills are continuously developed, thus demonstrating self-development competence.

Any additional professional responsibilities not included in the professorship are subject to the regulations governing secondary employment.

With the advertisement of this position and the publication of the requirement profile, TH Köln – University of Applied Sciences specifies which competencies are necessary to successfully fulfill the duties of the professorship. Depending on the focus of the professorship, these competencies are weighted and checked in the selection procedure. Pre-selection is based on the written application documents submitted by applicants. The necessary competencies of the shortlisted candidates will be assessed in an application procedure that includes a lecture, a research presentation and a structured interview. If applicants are shortlisted and invited to a personal interview, they will be asked to submit a written teaching and research concept in advance. Short-listed candidates will receive more detailed information concerning the lecture, the research presentation and the structured interview with their invitation.

Please take note of the [application information](#) at the end of this list of requirements for the position.

## **Additional information**

### **Place of residence**

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

### **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 outstanding contributions and/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, TH Köln – 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](http://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

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possibility of becoming a tenured German civil servant is always determined on an individual basis, and candidates should therefore contact the head of the division for lecturers and assistants in the human resources department (Ms. Cornelia Luwala / Phone: +49 221-8275-3061 / Email: cornelia.luwala@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.

During employment, part-time employment may be granted upon request, e.g. for familial reasons, provided that this does not interfere with fulfilling the duties of the position.

### **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, this will be subject to specific conditions as outlined in the legal stipulations concerning additional employment for university personnel.

**Part-time professorship:** The execution of other activities not part of the professorship is subject to the regulations governing part-time employment. If your work as a professor is less than 50 %, then the legal stipulations on additional employment do not apply.

### **Application information**

Please submit your application materials via our application management system. Return to the [job advertisement](#) and click here:

[Apply here](#)

In our application management system, we ask you to submit information relevant for the processing of your application and to upload the following documents (maximum file size 10 MB per file):

- cover letter
- photo (optional)
- curriculum vitae including a list of publications and an overview of courses held  
Please list your periods of work experience (inside and outside of the university contexts) in tabular form and provide the month and year of each period. In the case of parallel employment, please indicate the percentage of work time spent at the given institution, if possible. Please list work experience that was gained after receiving the first university degree.
- certificates (max. 5 files)
  - copies of university diplomas/certificates
  - job reference letters and/or performance reviews to provide evidence for periods of work experience gained from the first university degree onwards
  - certified translations in German or English of foreign certificates
- other documents
  - e.g. a list of publications, overview of the courses held, evaluations

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