Job requirements
W2-Professorship Cyber Security Engineering
Application deadline: Jan 6, 2025

The professorship is based in the **Institute of Computer and Communication Technology (ICCT).**

Starting date: **as 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 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. If the applicant does not have such a strong track record as mentioned above, then it is necessary to have a German "Habilitation" or additional academic qualifications equivalent to a "Habilitation" (the postdoctoral qualification in Germany, which entitles the person to research at an expert level and teach his or her academic subject(s) at university). To prove that the applicant has such an equivalent qualification, a professor's assessment, which shows the applicant's competence, is to be enclosed with the application. Such a professor must be from a university, or from a university of applied sciences (Fachhochschule) and in the latter case the professor must have a "Habilitation". The applicant may also provide evidence of a positively evaluated junior professorship.

Professional, didactic and methodical competencies:

Professional Competence

You have been working intensively on cyber security in theory and practice for several years and can convincingly represent at least one of the following fields in teaching and research:

- Cyber security in networks and distributed systems
- Software and hardware security engineering

Research competence

You have a strong research interest, which is substantiated by scientifically recognized publications in the field of cyber security and ideally by an existing research network. You are able to successfully acquire third-party funding from national and international public and private sponsors. Ideally, you have experience in leading projects, in collaborative research as well as in interdisciplinary research cooperations. You are willing to contribute to research areas of the university, which deal with, e. g., heterogeneous data networks, smart network infrastructures and data-driven mobility.

International competence

You should have competencies for international cooperation and can prove this through stays abroad or international contacts and cooperations as well as publications. Fluency in English is expected, as well as the willingness and competence to hold lectures in English.

Non-native speakers must have certified German language skills of at least level B1 in the "Gemeinsamer Europäischer Referenzrahmen für Sprachen (GER)" at the interview and GER B2 on the first day on the job. In addition, at the end of the probation period of one year, you have certified proficiency on level GER C1.

Questions on the recruitment process to:
Christiane Schnuer
T: + 49 221-8275- 3508
E: christiane.schnuer@th-koeln.de
Gustav-Heinemann-Ufer 54
50968 Köln

Position-related questions to:
Prof. Dr. Heiko Knospe
T: +49 221-8275-2440
E: heiko.knospe@th-koeln.de

Didactic competence/communication skills

The professorship makes an important contribution to computer science education with courses in basic subjects on cyber security, operating systems and distributed systems, as well as advanced courses on special topics in cyber security. Your didactic competences are therefore highly important. Ideally, you already have teaching experience and can provide evidence of this, for example through documented evaluations of teaching. You have competencies in the area of project-based teaching and know how to integrate research with teaching and understand didactic mechanisms in the interaction of learners and teachers. Many cyber security issues are of societal or practical relevance. Thus, you are able to use your intercultural and language skills to communicate these appropriately and convincingly in public.

Management competence

You know how to systematically plan your teaching and research with constraints on time and resources. You set priorities and show ways to accomplish goals. You define achievable objectives and take on personnel responsibility. Furthermore, you think out-side boundaries of disciplines and departments, e.g., when participating in expert panels. You can utilize university resources efficiently.

Social skills

You able to approach people and to work in teams with members of multiple disciplines. This includes communication and cooperation with internal and external institutions as well as active collaboration and integration in working groups. You adapt quickly to new tasks and evolve new ideas. You have a confident manner, well-mediated arguments and clear points of view. You meet deadlines and time limits. You are collegial, able to deal with conflicts, act with integrity, and are capable for critical self-reflection.

Self-development skills

You are willing to develop personally and professionally. You reflect on your actions and are willing to accept and constructively express criticism. You are interested in topics that go beyond the field of cyber security and are prepared to face changes and new tasks with commitment. You are aware of your strengths and weaknesses and can develop or balance them out.

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. Preselection 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. 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. 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 <u>application information</u> 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 (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 www.lbv.nrw.de). 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

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 the division for lecturers and assistants in the human resources department (Ms. Christiane Schnuer, T: + 49 221-8275- 3508, E: christiane.schnuer@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:

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.

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- 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
- professor's assessment
    - in the application form, you can select the option to submit the required habilitation certificate within two weeks of the application deadline, as the requirement of practical professional experience outside a university can be waived in this procedure in special exceptional cases if you otherwise have additional academic achievements
    - please provide evidence of these habilitation-appropriate achievements in the form of a professor's assessment issued by a university professor or a habilitated professor at a university of applied sciences - or, of course, by the habilitation itself
    - alternatively, you can present a positively evaluated junior professorship

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Technology
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