

W2-Professorship for Conservation of Wooden Sculpture and Wooden Cultural Heritage Objects with Painted Surfaces and Finishes

Application deadline: Dec 13, 2026

The professorship is based in the **Cologne Institute of Conservation Science (CICS)**.
Starting date: **at the earliest opportunity**

The general legal requirements in compliance with paragraph 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.
Promotionsadäquate Leistungen: In the case of a lack of a doctorate, the special ability to carry out scientific work can be proven by doctorate-adequate achievements on the basis of a report/recommendation by a university professor. The report/recommendation must be submitted with the application.
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.

Professional, didactic and methodical profile:

You hold a university degree in Conservation-Restoration, preferably with a specialisation in wooden sculpture or wooden cultural heritage objects with painted surfaces and finishes. You will demonstrate a strong research profile, normally evidenced by a PhD in a relevant subject area or by equivalent research achievements, in line with Section 36(1) of the Higher Education Act (HG). Where equivalence to a doctoral qualification is claimed, this must be supported by an expert report confirming both the equivalence and the candidate's research capability; such a report may be provided by a university professor or a habilitated professor at a university of applied sciences. You have at a minimum of five years' relevant professional experience in the field of conservation and restoration of wooden sculpture and wooden cultural heritage with painted surfaces and finishes, of which at least three must have been gained outside higher education. Teaching experience is desirable. Evidence of pedagogical aptitude may include teaching in higher education or professional training contexts, ideally, including the supervision of undergraduate and postgraduate dissertations and project work.

Professional Competence

The successful candidate will demonstrate comprehensive theoretical knowledge and substantial practical experience in the conservation and restoration of wooden sculpture and wooden cultural heritage objects with painted surfaces and finishes, and will be capable of representing the full breadth of this specialist field in both its theoretical and practical dimensions at TH Köln. Applicants should have an excellent understanding of wood as a material, including its properties and behaviour, as well as historical construction methods and painting and finishing techniques. Detailed knowledge of the materials employed, their properties and historical contexts, and of both historic and current conservation and restoration approaches is essential. A critical engagement with technological developments, considered within their wider cultural, economic and societal contexts, is also expected. The successful candidate will possess an independent academic profile in applied research relating to the conservation and restoration of wooden sculpture and cultural heritage with painted surfaces and finishes, together with the capacity for critical

Questions on the recruitment process to:

Jonas Tarlowski

T: + 49 221-8275-5114

E: jonas.tarlowski@th-koeln.de

Gustav-Heinemann-Ufer 54

50968 Köln

Position-related questions to:

Prof. Dr. Tilly Laaser

T: +49 2261-8196-3250

E: tilly.laaser@th-koeln.de

analysis and reflection. They should be able to integrate current scholarly discourse, emerging research questions and findings, and new technologies into their teaching. The role further requires the ability to work within evolving inter- and transdisciplinary contexts, to generate new intellectual impetus, and to act as a mediator between disciplines. The successful candidate will be expected to embed interdisciplinary perspectives and approaches within their teaching practice.

Research competence

We are seeking a candidate with a strong and demonstrable research profile in the art and material technology of wooden sculpture and wooden cultural heritage objects with painted surfaces and finishes, including their interpretation within broader cultural contexts. Expertise in the research and development of conservation technologies relevant to these object and material groups is essential. Expertise in research leadership and management is desirable, particularly in relation to the successful acquisition of external funding. Evidence of securing competitive research funding and of initiating and delivering externally funded projects will be advantageous. The candidate should demonstrate their research standing through an appropriate record of academic publications. Experience in the organisation of academic conferences is also desirable.

International competence

Experience in establishing and sustaining international collaborations, together with an existing international network, is desirable. This may include periods of academic or professional activity abroad, as well as evidence of research collaborations with international partners. Candidates should demonstrate an awareness of intercultural issues and the ability to engage effectively within them. The successful candidate will be expected to contribute to teaching in both German and English and to supervise international students.

Didactic competence/communication skills

TH Köln and the CICS place a strong emphasis on excellence in teaching. The Bachelor's and Master's programmes are structured around project-based learning, with problem-based and inquiry-based approaches forming an integral part of the curriculum. We are therefore seeking a candidate who adopts a student-centred, competence-oriented approach to teaching, is committed to creating engaging and inclusive learning environments, and able to integrate theory and practice in ways that support effective learning. Applicants should demonstrate strong organisational skills in the planning and delivery of teaching, including the management of project-based work. The ability to provide appropriate academic guidance tailored to diverse student groups, and to supervise project work and final theses is essential. A willingness to engage in continuing professional development in higher education pedagogy at TH Köln is required.

Management competence

The successful candidate will demonstrate strong planning, organisational and leadership skills, evidenced, for example, by experience in the management of large-scale research or conservation projects. This should include familiarity with project management frameworks and quality assurance procedures. High levels of motivation, effective communication skills and the ability to manage and resolve conflicts constructively in interactions with colleagues and staff are essential.

Social skills

We are looking for a candidate with the ability to build and sustain professional relationships and to develop solutions collaboratively within team-based and interdisciplinary contexts. This includes establishing and maintaining professional and information networks (including alumni engagement), initiating interdisciplinary research and teaching projects, cooperating with internal and external partners, and actively participating in working groups. The ability to work effectively in teams, to engage in interdisciplinary collaboration, and to demonstrate strong communication and conflict-resolution skills is essential. Furthermore, the candidate is expected to demonstrate resilience, commitment

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and flexibility, together with a clear motivation for ongoing personal and professional development.

Other competencies

The candidate should be willing to collaborate with colleagues and external institutions, beyond the boundaries of their own specialist field. Cooperation with related disciplines in research and teaching is expressly encouraged. The ability to identify and evaluate opportunities for interdisciplinary and transdisciplinary cooperation, particularly in relation to addressing global challenges, will be considered a significant advantage.

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. 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.

Please note the [application information](#) at the end of the requirement profile.

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/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 above-mentioned contact person in the Division for lecturers and assistants in the human resources department. 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 family reasons, provided that service-related reasons do not prevent this.

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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: 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 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 file size 10 MB per file):

- Cover letter
- Photo (optional)
- CV, including list of publications and overview of the courses held (here or at the other documents)
Please list your periods of work experience inside and outside the university in tabular form and give the year and month of each period. In the case of parallel employment, please indicate the percentage of working time if possible. The times starting with the first university degree are counted.
- Certificates (max. 5 files)
 - University certificates
 - Job references or activity reports to prove periods of work experience from the first university degree onwards
 - 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 report/recommendation (see page 1: The general legal requirements)
In the application form you can select the option to submit the required professor's report/recommendation within two weeks after the end of the application period.

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