

MARCH 2022



Career Paths at Universities of Applied Sciences

How to become a
professor at a UAS7
university in Germany



UAS7 is a strategic alliance of seven leading German Universities of Applied Sciences (UAS), with representations in Berlin, Germany, New York, USA and São Leopoldo, Brazil.

Our seven constitutive members are:

- ▶ **Berlin** School of Economics and Law
- ▶ **Bremen** City University of Applied Sciences
- ▶ **Hamburg** University of Applied Sciences
- ▶ **TH Köln** - University of Applied Sciences
- ▶ **HM Hochschule München** University of Applied Sciences
- ▶ **FH Münster** University of Applied Sciences
- ▶ **Osnabrück** University of Applied Sciences

Our faculty combine a commitment to hands-on teaching, engagement with ambitious applied research programs, and sustained networks with the private and public sectors.

UAS7 member universities welcome applications from qualified candidates around the world. Special support services facilitate the transition to academic life in Germany for new international faculty.

113,000

Students

2,400

Professors

100 Mio.

€ Third-party funding

16,000

International
Students

1,200

Partner Universities

7 Good Reasons for a UAS7 Career

1

Mentoring

When you start out at one of our universities, you will be closely accompanied and find a wide variety of support offers.

2

Technology Transfer

The transfer offices at UAS7 universities support you in networking activities, submitting research proposals and the dissemination of your research results. Close contacts to business and industry enable your students to do applied research for their theses and company internships.

3

Academic Freedom

You design your classes, supervise and advise your students independently. You are free to choose your own research topics and conduct research accordingly.

4

Work-Life Balance

Your working hours are flexible, the universities offer childcare facilities or help you find a suitable facility. The majority of UAS7 universities have been certified as family-friendly universities.

5

Networking

The UAS7 universities conduct workshops for newly appointed professors to initiate research collaborations and provide information about research programs.

6

Transparency

The UAS7 universities subscribe to joint quality standards for application processes that ensure a transparent procedure.

7

Internationality

UAS7 has a Liaison Office in New York City, USA, and an office in São Leopoldo, Brazil. The diverse international contacts of all 7 universities enable you to spend time abroad or initiate and carry out international collaborations, such as double degree programs.



International professors are usually not required to speak German from the beginning. They will be supported in learning the language.

The universities provide guidance and support on visa and immigration regulations for you and your family.

Requirements for International Applicants

The formal requirements for a professorship position are regulated in the Higher Education Laws of the Federal States:

As a rule, the following requirements apply:

- ▶ University degree
- ▶ The ability to do scientific research; typically proven by a doctorate or outstanding PhD
- ▶ 5 years of professional experience after graduation, with at least 3 years outside academia in an area that corresponds to the open position
- ▶ Pedagogical skills, usually proven by experience in teaching, training and mentorship

Additionally, the quality, quantity and relevance of scientific publications will typically be considered.

All application requirements should be met by the time the professorship begins.

The Application Process

We advertise a vacancy

We advertise a vacant professorship. All current vacancies at UAS7 universities are available at: <https://www.uas7.org/en/careers/vacancies>

You apply to the respective university

Human Resources will confirm receipt of your application materials and submit them to the Appointment Committee after the application deadline.

You interview with us

You will be invited to give a trial lecture to prove your teaching skills. In an interview, we learn more about you and your expertise and answer your questions.

You are shortlisted

The committee draws up a list of the applicants. The Department Council votes on the proposal, different offices involved issue a statement.

We select you

Human Resources shares the proposal with the President's Office, which appoints the selected candidate.

You negotiate your terms

You will receive an offer to fill the vacant professorship. Your salary will be negotiated taking into account the federal state's framework conditions.

You become a UAS7 professor

You will start working at the beginning of the winter or summer semester. We offer a wide range of further training, professional and personal guidance.

SALARY

In Germany, professors are remunerated in accordance with what is known as W-Besoldung, a salary scale for scholars. Germany is a federation in which the individual states (Länder) have jurisdiction over their civil servants' basic pay. As a result, salaries vary depending on the state in which the higher education institution is based.

This means:

- Professors at universities of applied sciences are paid according to the civil service W2 pay scale. Initially, the monthly gross basic salary is typically between 5,300 euros and 6,600 euros.
- Some higher professorships at universities of applied sciences are also paid according to the W3 scale. The monthly gross basic salary of a W3 professor is between typically 6,300 euros and 7,500 euros.
- The basic salary will be supplemented by special performance-related payments and other allowances, such as family top-ups.





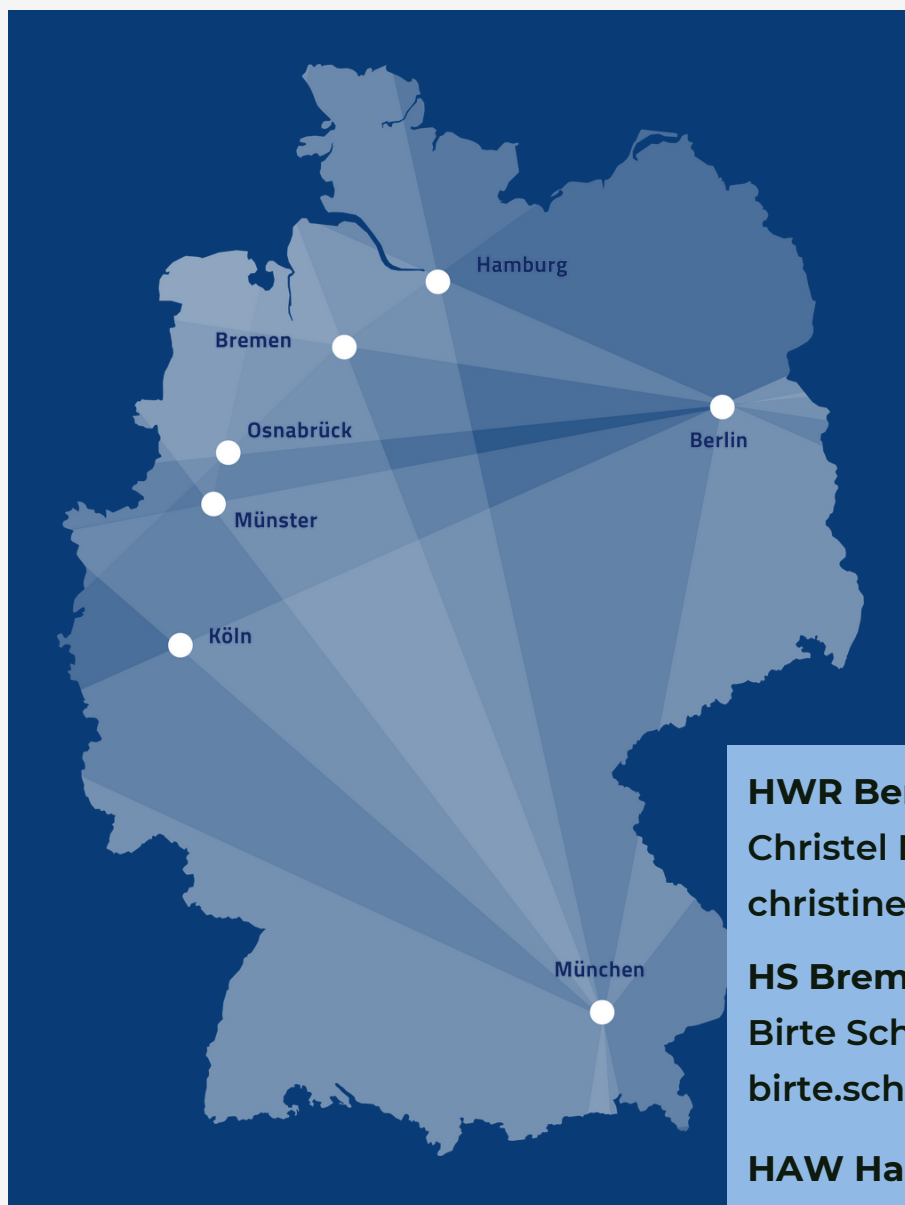
CIVIL SERVANT STATUS (VERBEAMTUNG)

In most cases, as a professor at a university of applied sciences you will be appointed with civil servant status on a temporary or lifelong basis.

The requirements for being granted civil servant status depend on the federal state in which the higher education institution is based. There is usually an age limit of between 48 and 52.

Citizens of EU and EEC countries as well as Switzerland are eligible to be appointed with civil servant status in Germany.

Citizens of other countries will typically work as regular employees and can only be granted civil servant status under certain conditions.



For more information on application-related questions please contact the respective HR manager at each UAS7 member university:

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UAS7

German Universities of
Applied Sciences

