



DEAR APPLICANTS, WELCOME TO LEUPHANA UNIVERSITY!

Leuphana is a young university that lays emphasis on innovation, rather than tradition. It aspires to create a stimulating space for collective search for knowledge and sustainable solutions. Our success is based on the creativity and energy of our professors and academic staff. We encourage researchers to cross disciplinary boundaries, take responsibility and impact society. We convey this understanding to our students in teaching, research projects and campus life.

At Leuphana, every course of study is built on a holistic approach. The emphasis is on socially relevant issues instead of subjects. For our students, this means engaging in different scientific approaches from day one. We promote in particular female students in their scientific and technical interest and education.

In April 2022, the Faculty of Business and Economics establishes a new focus on management and technology. Leuphana University Lüneburg thereby unites disciplinary strength in management, business informatics, engineering, and psychology into a unique interdisciplinary profile of individual, organizational, technological, and societal perspectives that shed light on the intersections of management and technology. In doing so, we pioneer understandings of and solutions to the core challenges of our time, such as digitalization, demographic change, and climate change. The Faculty's mission is to advance knowledge, entrepreneurial thinking, and responsible action and management for business and society. The Faculty has signed the UN Principles of Responsible (Management) Education, is a member of the Global Business School Network (GBSN), and has established broad connections to regional business and government, which result in development and transfer projects. In teaching, we challenge conventional wisdom and inspire entrepreneurial thinking as well as responsible action. In business and society, we team up with local and global partners to contribute to the regional development of Northern Germany.

THE FACULTY OF BUSINESS AND ECONOMICS AT LEUPHANA UNIVERSITY OF LÜNEBURG INVITES APPLICATIONS FOR THE FOLLOWING FULL PROFESSORSHIP:

BUSINESS ADMINISTRATION, IN PARTICULAR ENTREPRENEURSHIP (W2/W3)

Your research is informed by broader theoretical debates in management, meets the highest standards for empirical studies, and focuses on bridging entrepreneurship with related management fields such as strategic management or organization studies. Among others, the field of the professorship could include themes such as business model innovation, collaboration in networks, corporate entrepreneurship, creativity in organizations, digital entrepreneurship, disruptive innovation, entrepreneurial ecosystems, entrepreneurial identity and culture, entrepreneurship as process and practice, institutional entrepreneurship, international entrepreneurship, new forms of organizing entrepreneurial activities, social entrepreneurship, social movements, sustainable entrepreneurship, and time and temporality in entrepreneurial action. With these or other themes, the professorship contributes to “entrepreneurship” as one of the Faculty of Business and Economics’ profile areas. The position is also intended to complement existing research on the psychology of entrepreneurship by contributing a strategic-organizational view. At the same time, the professorship is expected to give impulses to develop further the Faculty’s profile areas “digital transformation” and “sustainable and responsible management”. Therefore, in teaching, the incoming Professor for Entrepreneurship will offer not only electives with a focus on entrepreneurship and its intersections with the digital transformation and/or sustainable and responsible management, but also introductory courses and seminars on entrepreneurship at both the Bachelor’s and Master’s levels. Prospectively, the Professorship for Entrepreneurship may also shape an entrepreneurship-related management program as director. Beyond research and teaching, you strive to inspire and educate students as well as non-academics to make a sustainable impact on people, organizations, and society.

You share the idea of the university as an educational community and facilitate academic cooperation within the Faculty of Business and Economics and the university as a whole. As a scholar with an interdisciplinary approach, you will make a significant contribution to the development of the doctoral research group on entrepreneurship, management, and innovation as well as to the research group on entrepreneurial organization at the Research Center for Entrepreneurship with your own original profile.

You have established a vibrant international network and accumulated international experience in research and teaching. This is demonstrated, for example, by your activities in leading national and international scientific associations and conferences (e.g., AOM, BCERC, EGOS, G-Forum, SMS, etc.), a strong publication record in the high-ranked journals, as well as an ability to attract external funding for your research projects. You are also willing to actively contribute to deepening and extending international partnerships in research and teaching at the Faculty of Business and Economics.

You have an excellent command of the English language. Ideally, you have spent a longer time of your career at a leading international business school, and you have a strong track record of teaching classes in English. If you do not speak German, you are ready and willing to learn it within a reasonable period.

For this position, we are seeking a committed researcher with an outstanding international research profile in combination with a track record of unique ideas put into action, impacting their academic field as well as society. Qualified women are especially invited to apply.

The requirements for employment (paygrade W2/W3) are based on § 25 of the Lower Saxony Higher Education Act (NHG), and include: a university degree in a discipline relevant to the open position; your aptitude for teaching; and your ability to engage in independent academic research as demonstrated by the outstanding quality of your dissertation; and additional academic achievements obtained e.g. in the course of being an assistant professor, during your postdoctoral lecture qualification (German: Habilitation) or other achievements recognized as being equivalent to a postdoctoral qualification.

At Leuphana you will find an academic community that is open to changes in perspective and cultivates the dialogue among the different disciplines as well as between research and practice. With spirit and initiative, we address the challenges of civil society in the 21st century. Pursuing our idea of liberal education, our students are enabled to think, reflect and act upon it. Our professors foster the awareness of gender and diversity aspects in teaching and research.

Please contact the dean of the faculty, Prof. Dr. Peter Niemeyer (peter.niemeyer@leuphana.de) for further information.

Leuphana University is an equal opportunities employer.

Please submit your application (without submission of an application photo) consisting of the following materials in two separate PDF files: a) motivation letter, CV, copies of academic degrees and b) three relevant publications. Guidance on the required application materials can be found [here](#).

Applications should be sent preferably by email using the keyword **Entrepreneurship** to beko@leuphana.de or to the President of Leuphana University of Lüneburg, Post Box 2440, 21314 Lüneburg, Germany, by **January 30, 2022**. Please be aware that we cannot return application documents sent physically.

By submitting your application, you consent to your data being stored and processed for the purpose of the recruitment process. Please note our Data Protection Notice for Applicants ([in English](#) or [in German](#)).

BECOMING A PROFESSOR AT LEUPHANA UNIVERSITY LÜNEBURG

YOUR APPLICATION

When applying for a professorship at Leuphana, please be aware that the formal requirements are prescribed by law and cannot be overruled by the selection committee. Your documents should provide a concise insight into your unique scientific profile and how you and your achievements will contribute to Leuphana University. The selection committee will review the three publications you hand in to identify their versatility and suitability for the position. These publications should be indicative for the scientific aptitude, quality and scope of the work. When studying the CV, the committee will take into account any circumstances that impede academic advancement, such as childbirth or care. Please do not include an application photo in your CV.

WE ARE SELECTING CAREFULLY

The appointment of a professor in Germany is a formal process that typically takes between 6 to 12 months and involves a number of steps. A selection committee (Berufungskommission) is established specially for the purpose of selecting the most promising candidates, it consists of professors, students, and scientific and administrative staff. The committee takes the time to review thoroughly the applications and publications and to invite the most suitable candidates to Leuphana. The meeting will include a personal interview, a scientific presentation and a test lecture. At that stage, the committee may also ask you to provide further details such as research or teaching concepts. Usually, the best three candidates are then assessed by peers from other universities on the basis of the submitted application documents. Considering these assessments, the committee ranks the candidates according to suitability and recommends them for appointment. The list needs approval from the university boards: Department Council, University's Senate, Presidential Committee and Board of Trustees. Only then, the first candidate is invited to take up negotiations with regard to resources and remuneration, receiving a letter of appointment. Should the offer be turned down by one candidate, the following person on the list is contacted.

BEING A PROFESSOR IN GERMANY

As a professor in Germany, you will be elevated to civil servant status if you meet the personal requirements (i.e. pass an official medical examination, provide a certificate of good conduct). This status is beneficial in terms of salary, pension, health insurance and employment security when compared to other academic employment. If the position you are applying for is not designated as temporary, appointment for life is intended after a probation period. The salary follows a state pay scheme (*W-Besoldung*), for full professors it allows for individual bonuses depending on their performance.

The civil service status is established not by an employment contract, but by a "certificate of appointment". If appointment as a civil servant is not possible, you will be employed under contract. A separate agreement between you and Leuphana, which is subject of the negotiation preceding your appointment, will define the resources and services provided by the university as well as the contribution you will make to research, teaching and the development of Leuphana University.