



Universität Potsdam

The **Faculty of Economics and Social Sciences** at the **University of Potsdam** invites applications for

Junior Professorship (W1) in Business Administration, especially Controlling (Management Accounting/Management Control) (Tenure track)

This professorship will conduct research and teach in the business area of controlling (management accounting/management control). Promising research activities according to recognized methodological standards that can lead to publications in relevant international and national scholarly journals are required. Applicants shall have very good skills in empirical or experimental methods and shall also have proficiency in their application to the business area of controlling (management accounting/management control). A willingness to cooperate within the Faculty of Economics and Social Sciences and, where appropriate, beyond is expressly requested.

An outstanding dedication to teaching is expected. The professorship offers courses in controlling (management accounting/management control) in the relevant bachelor's and master's degree programs.

The following application requirements for junior professors must be documented in accordance with Section 45 of the Brandenburg Higher Education Act (Brandenburgisches Hochschulgesetz, BbgHG): a completed university degree, pedagogical aptitude, and a special ability for scientific work, typically documented by a dissertation project of outstanding quality. International experience, an outstanding publication record, and teaching experience are also desirable. If the applicant has worked as a research associate (*Akademische Mitarbeiterin oder Mitarbeiter*) before or after the doctorate, then the sum total of years spent in doctoral work and employment should not be more than six.

The appointment procedure is conducted in accordance with Section 40 BbgHG. In accordance with Section 46 BbgHG, employment shall initially take the form of a civil service position or an employment contract, both limited to up to four years. An extension of the position can be granted for up to a total of six years, with the junior professor's consent, if she or he has proven themselves as a university teacher. Another evaluation shall be conducted on a timely basis prior to the expiration of the junior professorship. In the event that the outcome of the review is positive, then the position is converted into a permanent professorship (tenure track; www.uni-potsdam.de/tenure-track). The assessment and classification in the W2 or W3 salary group (BbgBesO W) for such a lifetime professorship is oriented towards Section 18 of the Brandenburg Compensation Law (Brandenburgisches Besoldungsgesetz, or BbgBesG) and shall be done upon a positive tenure decision in accordance with Section 46 of the BbgHG. The appointment shall be made with the provisioning of an equivalent budgeted position.

The Ministry of Science, Research and Culture is currently working on an amendment to Section 45 of the Brandenburg Higher Education Act (BbgHG). According to this amendment, the time spent in a scholarly position as one's main profession may not exceed six years between the last examination event in the doctoral degree program and an application for a junior professorship with tenure track. These periods of time increase to the extent working hours are reduced by at least one-fifth of regular working hours, time which is granted for the supervision or care of one or several children under 18 years of age or of other family relatives requiring care. In view of the expected legislative amendment, persons who at this time fulfill the anticipated requirements at the time of application should also apply to the position.

Persons who meet the hiring requirements for a university professorship in accordance with Section 41 subsection 1 no. 4a BbgHG cannot be considered in the context of this hiring procedure.

The University strives for a balanced gender ratio at all levels. Severely disabled applicants will be given preferential consideration in the event of equal qualification. We expressly invite applications from people with migration backgrounds.

The University of Potsdam offers dual career support and coaching for newly-appointed professors: www.uni-potsdam.de/berufungen.html.

Applications (with a presentation of your research interests, curriculum vitae, copies of academic certificates and documents, a list of publications, a list of conducted courses and a list of externally funded projects) should be sent (in a single PDF file) to the University of Potsdam at ausschreibungen@uni-potsdam.de by August 31st, 2018.

Publication

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