



The University of Mannheim is a scientific university with an outstanding reputation in research and teaching, currently employing approximately 2,630 staff and around 12,000 students.

In particular, the field of economics and social sciences, which is traditionally strongly represented at the University of Mannheim, belongs to the top group nationally and internationally. A special characteristic is the high degree of networking among the five faculties. In order to maintain strong local and global partnerships, the University of Mannheim, which has been certified as a family-friendly university since 2006, adapts to international semester schedules.

To strengthen the Area Management at the Business School of the University of Mannheim, we would like to fill a

**Tenure-Track-Professorship in Management**  
(W1 with Tenure Track to W3)

**at the earliest possible date.** This tenure-track professorship is located within the Area Management at the Business School of the University of Mannheim.

The Business School of the University of Mannheim is one of the leading Business Schools in Europe. It stands for excellence in research and teaching. This is reflected in our successful ranking placements and triple accreditation by AACSB, EQUIS and AMBA (<https://www.bwl.uni-mannheim.de/en>).

We welcome applications in all areas of management scholarship, including entrepreneurship, strategy, technology and innovation management, organization and management theory, human resource management, organizational behavior, leadership, international business, corporate governance, public management, and non-profit management.

Applicants must hold a university degree and an excellent doctoral degree, as well as pedagogical aptitude. Great importance is attached to applicants' research productivity, as reflected by publications in top-tier scientific journals, as well as the theoretical and/or practical relevance and impact of these publications. Experience in the acquisition of third-party funding as well as an established international network in the aforementioned field is desirable.

Further, the capability and willingness to teach in German or English at the Graduate School of Economics and Social Sciences (GESS), in the Mannheim Master in Management (MMM), and the Bachelor in Management program are expected. The University of Mannheim places a high value on student education and support and therefore expects a strong personal presence from faculty members.

### **This is what the University of Mannheim offers you:**

Like the “Square City” of Mannheim itself, the University of Mannheim stands for diversity and social variety. Thus, a high value is placed on equality and equal opportunities for all social groups. The University of Mannheim therefore looks forward to receiving applications from qualified female and male scientists. In the spirit of the family-friendly university, you will also be gladly advised on the topic of dual careers and the support of life partners.

Employees of the University of Mannheim always have access to free or discounted training and seminars in topics such as languages, rhetoric, IT and family-friendly personnel management. In addition, the University of Mannheim attaches great importance to interdisciplinary and international networking.

### **Your contact to the University of Mannheim:**

If you have any questions regarding the advertised professorship, please contact Prof. Dr. Torsten Biemann directly.

We look forward to receiving your application with

- curriculum vitae
- certificates
- list of publications, lectures, and events
- current teaching evaluations (if available)
- 2 letters of recommendation submitted separately, or two names of reference donors

According to § 51 (2) and (3) Landeshochschulgesetz Baden-Württemberg (LHG), a completed university degree, pedagogical aptitude and qualification for scientific work are required, which must be proven by a doctorate of outstanding quality.

Applicants who did their doctorate at the University of Mannheim should have changed university after completing their doctorate or should have worked academically for at least two years outside the University of Mannheim.

If the general requirements under service law are met, the position will initially be contracted for a period of three years as part of a temporary civil service. In the event of a positive mid-term review in accordance with the statutory provisions (Section 51 (7) LHG), the employment will be extended to a total of six years.

If the final tenure evaluation is positive, the appointment to the W3 professorship in Management takes place without a renewed advertisement as part of a simplified appointment procedure.

The specific criteria on which the mid-term and final reviews are based, comply with the regulations of the statutes of the University of Mannheim governing the tenure track procedure in connection with the tenure merit guidelines of the Business School:

[https://www.uni-mannheim.de/media/Einrichtungen/Dezernat\\_VI/Rektoratsnachrichten/2019/01-2019\\_vom\\_24.\\_Januar\\_2019.a.pdf](https://www.uni-mannheim.de/media/Einrichtungen/Dezernat_VI/Rektoratsnachrichten/2019/01-2019_vom_24._Januar_2019.a.pdf)

Of particular importance in this regard are outstanding achievements in research, special ability to teach academically, participation in academic self-administration, and commitment to the university community.

The teaching load is initially four semester hours per week and increases to six semester hours per week after a positive interim evaluation.

The University of Mannheim places great emphasis on the training and mentoring of students and therefore expects strong presence of its faculty. Consequently, the successful candidate is expected to be willing to move to Mannheim or the larger metropolitan area.

The University of Mannheim seeks to increase the percentage of its female faculty members in research and teaching. Thus, qualified women are especially encouraged to apply. Severely disabled applicants with the aptitude for the position will be given preference.

If interested, send your application with the usual documents by **9<sup>th</sup> of May 2023** to:

**Universität Mannheim**

**Dekan der Fakultät für Betriebswirtschaftslehre, Herr Joachim Lutz**

**68131 Mannheim**

You can additionally send your application in a PDF file by e-mail to Dean Joachim Lutz **[recruiting.management@uni-mannheim.de](mailto:recruiting.management@uni-mannheim.de)**.

Information regarding the processing of personal data (GDPR, German: DS-GVO) is available on the university's homepage, section "Employment Opportunities":

<https://www.uni-mannheim.de/universitaet/stellenanzeigen/datenschutz-bei-bewerbungen/>

Please be aware that confidentiality violations and unauthorized third-party access cannot be ruled out when using unencrypted e-mail communication.

The application documents submitted will only be returned if a sufficiently stamped envelope is sent at the same time. Otherwise, they will be destroyed after completion of the application process in accordance with the requirements of data protection law.