

## Information for applicants

Junior Professor in "Economics, with a focus on  
Labor Markets, Migration, and Integration"  
(Salary Class W1 LBesO W  
- with Tenure Track W2)

in the Department of  
Business Administration and Economics

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II. DEPARTMENT OF BUSINESS ADMINISTRATION AND ECONOMICS

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## I. UNIVERSITY OF DUISBURG-ESSEN



### **Broad base, strong peaks.**

We are one of the youngest universities in Germany and think in terms of unlimited possibilities instead of possible limitations. Located in the heart of the Ruhr metropolis, we have 11 faculties working to develop ideas with a future. We are strong on research and teaching, embrace diversity, promote academic potential and fight for genuine educational equality.

### **University of Duisburg-Essen**

Located in the heart of the Ruhr metropolis, the University of Duisburg-Essen (UDE) is one of the youngest and largest universities in Germany. The disciplines range from the humanities and social sciences over economics and business administration all the way to the engineering sciences and natural sciences (including medicine). It is also well known in the international scientific community.

### **Top positions**

This is reflected by the top positions the UDE has recently achieved in international rankings. In a global comparison of the performance of the best universities founded since the turn of the millennium, the UDE came in third. In the Times Higher Education Ranking, it holds down 19th place among the best 150 universities worldwide younger than 50 years old.

### **Main research areas**

The research carried out at the UDE covers a broad spectrum including four cross-departmental main research areas: nanosciences, biomedical sciences, urban systems and transformation of contemporary societies. More than 43,000 students from over 130 countries are enrolled at the UDE in a total of over 230 courses of study. An important objective of the UDE's diversity management program is to offer equal opportunities to young people from non-academic backgrounds.

### **Partnerships & coalitions**

As an academic global player, the UDE cultivates partnerships with more than 100 universities all over the world. It is a member of the University Alliance Ruhr (UA Ruhr), a strategic coalition formed by the three universities in the Ruhr area. The UA Ruhr operates liaison offices in North America, Russia, and Latin America.

### **Learn more:**

[https://www.uni-due.de/imperia/md/content/dokumente/ppt/ppt\\_praesentation\\_u\\_de\\_en.pdf](https://www.uni-due.de/imperia/md/content/dokumente/ppt/ppt_praesentation_u_de_en.pdf)

## II. DEPARTMENT OF BUSINESS ADMINISTRATION AND ECONOMICS

The Department of Business Administration and Economics covers the following disciplines:

- Business Administration
- Economics
- Business Information Systems and
- Computer Science.

It currently employs 39 university professors who care for about 5,500 students and more than 200 doctoral candidates at the Essen campus.

The department considers current topics from an economic, a business administration and a computer science perspective. It focuses on the structures, processes and the information and communication systems of business; in particular with a perspective from and on different industries.

The efficient design of economic structures and processes requires the systematic preparation and use of information. The development and operation of information and communication systems must hereby take economic constraints and incentives into account. The solution developed by the Department of Business Administration and Economics is a *networking of disciplines*: the interconnection of business administration, economics, computer science, and business information systems, as practiced in Essen, provides a competitive edge in the university landscape of Germany. The different perspectives enter both into research and teaching. Correspondingly, research and teaching are interdisciplinary in nature.

Questions are studied along the value-added chain: industry – trade – service provider – consumer. Software engineering, the energy sector, and the health sector are profile areas with a particular emphasis in research and teaching. These profile areas are supplemented by research and teaching in many individual areas in business administration, economics, business information systems and computer science. The department addresses questions relevant for business and economic policy using recent empirical, econometric and experimental methods and tools.

The department is segmented into two institutes pursuant to § 29 HG NRW:

- Institute for Business and Economic Studies (IBES),
- Institute for Computer Science and Business Information Systems (ICB).

The deepening of cooperation in research and teaching beyond the institute's borders is also a declared goal of the department. It is also reflected in the research institutes of the department:

- Research Center for Software Engineering (paluno),
- Center for Health Care Research (CINCH),
- House of Energy Markets and Finance (HEMF).

### Research Center for Software Engineering (paluno)

With eight professors and more than 100 scientific employees, paluno - the Ruhr Institute for Software Technology - performs research on topics in software engineering: innovative applications that take advantage of the next development step of the internet and thus facilitate new business models and processes. Emphasis areas in mobile computing, security, software platforms and architectures, software services, and pervasive computing meet the increasingly complex requirements for today's and future software systems with innovative methods and technological solutions. The institute receives a high level of third-party funding. It includes basic research (DFG), application-oriented research (incl. BMBF, EU), and technology transfer projects.

paluno at the University Duisburg-Essen offers digital businesses comprehensive support, from requirements engineering via specifications and software architectures all the way to the mobilization of existing application landscapes. It is also important to paluno that methodical discussions fit into the world of business. This is the only way to move from research into real world applications. For this, workshops, reviews, coaching of our industry partners, support for continuous learning in our CampusLab, and the creation of studies and software prototypes are established formats of cooperation.

For more information about paluno see <https://paluno.uni-due.de/en/home/welcome/>

### Center for Health Care Research (CINCH)

CINCH explores the impact of competitive structures on actors in the health system from different perspectives. An important criterion in assessing that impact is the efficiency with which resources are used. Competitive structures not only affect the allocation of resources, they also have certain implications for distribution. It is not always possible to separate efficiency and equitable distribution from each other completely, and there is often a conflict between the objectives of these two criteria. These issues are analysed at CINCH using empirical-econometric and experimental methods. By combining these two methods, CINCH is able to deliver solid, evidence-based policy advice. The experimental method and thematic focus are key unique features of CINCH, the only centre for health economics with expertise in experimental research in Germany.

Work on health economics issues has been ongoing at the University of Duisburg-Essen since 2012 in collaboration with the partners from the RWI – Leibniz Institute for Economic Research and the Düsseldorf Institute of Competition Economics (DICE). Research at CINCH under its director Prof. Dr. Martin Karlsson is conducted in seven project groups by a total of 39 project leaders and researchers. The groups are supported by seven associate members and a visiting professor from England. Between 2012 and 2016, 121 articles were published in 75 peer-reviewed journals and more than five million euros won in competitive research funds (e.g. DFG, EIB, Leibniz Association).

For more information about CINCH see <https://cinch.uni-due.de/about-cinch/>

### House of Energy Markets and Finance (HEMF)

Based on the existing expertise in the areas of energy industry and energy trade, a center with international visibility was opened at the University of Duisburg-Essen in 2015. It bundles research and training in future-ready market and trade concepts. It is unique in that it links energy industry and mathematical methods in finance. In addition, the center serves as crystallization point for additional expertise related to the energy market. In particular, the Center plans for the integration of environmental-economic and fiscal expertise and consideration of expertise from general micro and macroeconomics, computer science and engineering sciences.

Based on the existing program and existing research projects, the Center offers a platform for the economic-scientific analysis and monitoring of the impending transformation of the energy system.

The current research focus of the Center lies on:

- future-proof market designs,
- investment and financing strategies for new energy technologies,
- evaluation of innovative trade products,
- interactions between capital and energy markets, and
- business models in the customer market of the future.

The research institutes represent the current profile areas of the department in research and are also related to the academic degrees awarded by the department.

The Department of Business Administration and Economics offers Bachelor's and Master's study programs in the fields of business administration, economics, computer science and business information systems. In addition, there are academic degrees awarded by the department for teaching at college and at comprehensive as well as secondary schools.

Comprehensive elective and development possibilities and a practice-relevant course program ensure that well trained graduates leave the department and have excellent opportunities in the labor market. The students can also switch between majors within the teaching units as well as between the areas economics, business administration, business information systems and computer science.

Insights from and effects of computer science and business information systems are important in economics and business and insights from economics and business administration are clearly relevant for computer science and business information systems. The Bachelor study programs account for this by allowing for elective courses from the respective neighboring disciplines. This wide range of courses offers students a view at problems from different disciplinary perspectives. Furthermore, it also allows for the possibility that our Bachelor students can subsequently move to neighboring Master programs (see Figure 1).

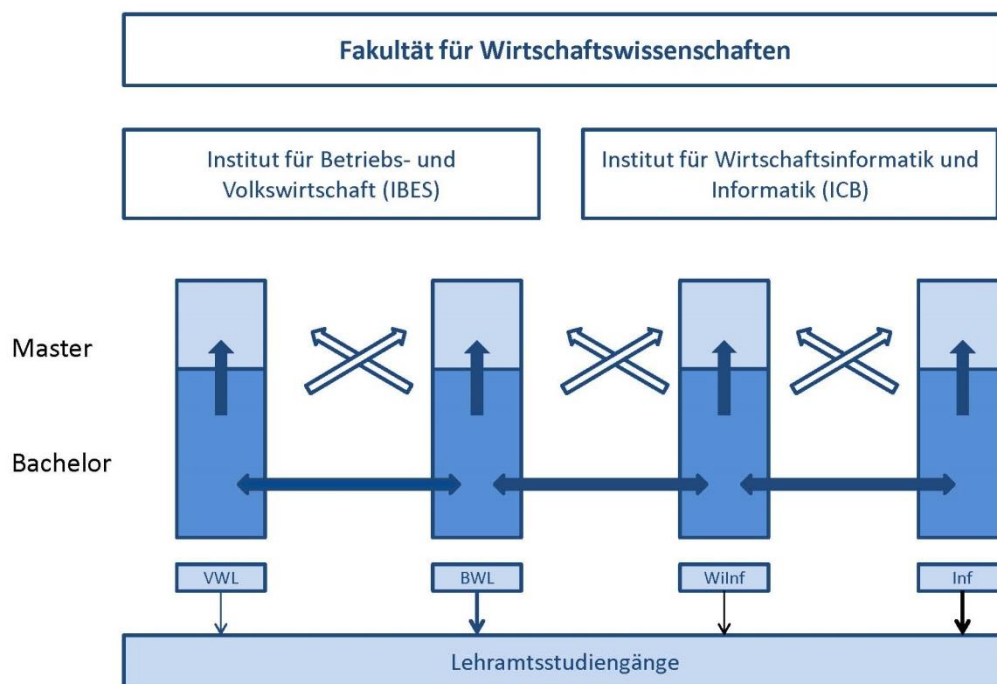


Figure 1: Flexibility of Bachelor's and Master's studies in the department

The Department of Business Administration and Economics feels committed to also offer online continuing education parallel to a professional job. In addition to the various academic degrees at the Bachelor and Master level, its program also currently includes the following continuing education program:

- Virtual Business Information Systems (VAWi) (M.Sc.)

### **III. INSTITUTE FOR BUSINESS AND ECONOMIC STUDIES (IBES)**

The Institute for Business and Economic Studies (IBES) was founded in 2006. IBES unifies the fields of business administration, economics, and law.

IBES employs more than 120 researchers in 24 work groups.

In addition to the already mentioned emphasis areas in the energy and health sector, other important research fields at the IBES are:

- Labor markets & social security
- International money and financial markets
- Capital market research
- Personnel research
- Private retirement care
- Customer behavior research
- Methodological techniques in auditing

IBES offers the following Bachelor's degrees:

- Business Administration
- Economics
- Economics with teaching option professional college, and
- Professional major in economics with professional minor

IBES offers the following Master's degrees:

- Business administration – Energy and Finance
- Health economics
- Markets and Companies
- Medical management for economists
- Medical management for physicians and health researchers
- Economics
- Economics with teaching option professional college, and
- Economics with teaching option professional major in economics with a professional minor

The posted junior professorship with tenure track "Labor markets, migration, and integration" is classified in economics.

## **IV. JOB REQUIREMENTS AND RESOURCES**

Assistant Professor with Tenure Track (German classification: Juniorprofessor Bes.-Gr. W1 LBesO W with Tenure Track W2) for “Economics, with a focus on Labor Markets, Migration and Integration“

### **1. Research**

The successful candidate should have a track record of conceptual contributions and empirical research in economics, with reference in particular to labor markets, migration and/or integration. A strong focus on economic research issues, such as the sources, dynamics and consequences of cross-border migration, is expected. A macroeconomic orientation is preferred. We expect an excellent dissertation in economics and publications in leading international journals.

### **2. Teaching**

The successful candidate is expected to offer courses related to labor markets, migration and/or integration in the BSc and MSc study programs in economics and neighboring disciplines. After the interim evaluation, the successful candidate is expected to offer courses in macroeconomics in the undergraduate programs, in neighboring disciplines and also in the study programs for teacher training. The willingness to offer courses in German as well as in English is required. Candidates without language proficiency in German are expected to attain the level of oral and written proficiency required to offer courses in German within the first three years.

### **3. Other requirements**

The successful candidate will be part of the Institute of Business and Economics. She/He will develop research projects in the context of the Interdisciplinary Centre for Integration and Migration research (InZentIM) and the university-wide research profile “Transformation of Contemporary Societies”. In the area of economics the faculty cooperates intensively with the RWI-Leibniz Institute for Economic Research, located in Essen. Both institutions run with the neighboring universities in Bochum and Dortmund a joint PhD program, the Ruhr Graduate School in Economics.

The formal requirements are based on § 36 Hochschulgesetz NRW. This law requires a completed university degree and a special capacity to conduct scientific research, which as a rule is documented by an outstanding dissertation in the field for which the application is submitted. Furthermore, didactical aptitude in teaching economics is required.

For research and teaching, oral and written fluency in English are indispensable.

### **4. Workload / teaching obligations**

The job opening entails a full-time position. According to legal requirements the teaching load is 4 to 5 hours per week per semester as a junior professor with tenure track and 9 hours per week as a tenured professor (W2 or W3). The willingness to participate in the academic self-administration is implied.

### **5. Further resources**

The department of economics supplies funds for a research assistant with a 50%-position according to the department rules. The professor takes part in the general allocation of funds according to the standard rules of the department.

## V. LEGAL FRAMEWORK

With the Act on Higher Education in North Rhine-Westphalia (Hochschulgesetz - HG) of October 31<sup>st</sup>, 2006, the university system in North Rhine-Westphalia was fundamentally restructured taking effect from January 1<sup>st</sup>, 2007. Since then, the universities are state supported public corporations of public law with a legal capacity. State funding is based on their tasks, the agreed objectives and the services provided. Universities receive a global budget, take most decisions on their own responsibility and are not subject to instructions from the Ministry for Innovation, Science, Research and Technology of North Rhine-Westphalia.

### Legal status of university professors (with tenure and with tenure track)

If the legal prerequisites for employment are met, tenured professors are generally employed as public officials for lifetime. In special cases, professors may also be employed in a private-law employment relationship.

Junior professors with a tenure track are initially appointed as temporary public officials for a period of three years. After a positive interim evaluation by the department toward the end of the third year, primarily based on the performance in research and teaching during the first two and a half years, and given her or his consent, the appointment will be extended by another three years. If the interim evaluation is not positive, the subsequent appointment in the department will be for up to a maximum of one year. During the sixth year the tenure decision is made. If the tenure decision is positive, the professor will be employed on a permanent basis. If the tenure decision is negative, the subsequent appointment in the department will be for up to a maximum of one year.

For further information, (laws, directives etc.), please visit [http://www.uni-due.de/verwaltung/organisation/peo\\_professoren.php](http://www.uni-due.de/verwaltung/organisation/peo_professoren.php). (in German)

## VI. SALARY

The salary scale W regulates the remuneration of university professors and includes grades W1, W2 and W3.

The basic salaries are independent of age and may be increased in the case of W2 and W3 by supplements (benefits). These performance-related salary components can be

- on the occasion of appointment and tenure negotiations (appointment and tenure bonuses),
- for outstanding achievements in research, teaching, art, training and professional development (special performance bonuses),
- for the performance of functions or specific tasks within the university self-management or the university management (functional performance bonuses).

For third-party funds, research and teaching allowances may be paid in certain circumstances.

Temporary performance bonuses are subject to the conclusion of target and performance agreements within the framework of appointment and tenure negotiations.

In the framework of appointment negotiations, any appointment-related performance bonuses are negotiated individually with the Rector of the University of Duisburg-Essen.

The current pay tables for grades W1, W2 and W3, see <http://www.lbv.nrw.de/beztab/beso.php> (in German).

Junior professors generally receive W1 as a salary and are not eligible for performance-related salary components.

Further information on W salary scale and its further legal arrangements is available on the internet at the following address: [www.uni-due.de/verwaltung/organisation/peo\\_links.php](http://www.uni-due.de/verwaltung/organisation/peo_links.php) (in German)

**Note the following disclaimer:** The information provided in this “Information for applicants” is translated from the respective information provided in the corresponding German text and provides information for applicants with a foreign background. Nevertheless, the respective German text remains the relevant text. Errors and omissions excepted.

## VII. ATTACHMENT: JOB ADVERTISEMENT

*We are one of the youngest universities in Germany and think in terms of unlimited possibilities instead of possible limitations. Located in the heart of the Ruhr metropolis, our 11 faculties develop ideas with a future. We are strong on research and teaching, we embrace diversity, promote academic potential, and we fight for genuine educational equality.*

### **The University of Duisburg-Essen is in search of the brightest minds**

We seek to attract outstanding early career academics, affording our junior professors the best opportunities for their academic and personal development. We support young academics individually, offering the assistance of the Graduate Center (GC Plus), the Tenure-Track-Programme (TT Plus) and Human Resources Development (PE Plus). Wherever numerous leading minds connect and cooperate, everyone involved will benefit. That is why we coordinate our research and teaching within the Research Area Ruhr; a network interlinking the University of Duisburg-Essen, the Ruhr-University Bochum and the TU Dortmund University.

Within the framework of the “Bund-Länder-Programm zur Förderung des wissenschaftlichen Nachwuchses” – the federal and state program for the enhancement of junior scholarship and research – twenty-three tenure-track junior professorships will be advertised. Currently, we are in search of eligible candidates for the following Tenure-Track Junior Professorship at the Faculty of Business Administration and Economics:

#### **Junior Professor in "Economics, with a focus on labor markets, migration, and integration"**

**(Salary Class Group W1 LBesO W - with Tenure Track as per W2)**

The successful candidate should have a track record of conceptual contributions and empirical research in economics, with reference in particular to labor markets, migration and/or integration. A strong focus on economic research issues, such as the sources, dynamics and consequences of cross-border migration, is expected. A macroeconomic orientation is preferred.

The successful candidate should have completed an excellent dissertation in economics. Didactical aptitude in teaching economics is required. The successful candidate is expected to offer courses related to labor markets, migration and/or integration in the BSc and MSc study programs in economics and neighboring disciplines. After the interim evaluation, the successful candidate is expected to offer courses in macroeconomics in the undergraduate programs, in neighboring disciplines and also in the study programs for teacher training.

The successful candidate will be part of the Institute of Business and Economics. She/He will develop research projects in the context of the Interdisciplinary Centre for Integration and Migration research (InZentIM) and the university-wide research profile “Transformation of Contemporary Societies”. In the area of economics the faculty cooperates intensively with the RWI-Leibniz Institute for Economic Research, located in Essen. Both institutions run with the neighboring universities in Bochum and Dortmund a joint PhD program, the Ruhr Graduate School in Economics.

For research and teaching, oral and written fluency in English is indispensable. Willingness to offer courses in German as well as in English is required. Candidates without language proficiency in German are expected to attain the level of oral and written proficiency required to offer courses in German within the first three years.

What We Expect:

Publications in the field of expertise in peer-reviewed journals are expected, especially in leading international journals.

Experience in the procurement of competitive third-party funding, involvement in international research as well as relevant international experience are desirable. Furthermore, experience in leadership in science is beneficial.

The University of Duisburg-Essen places great emphasis on excellence in teaching. Candidates must present their teaching methodology, showing its relevance to the research profile of the University of Duisburg-Essen.

Applicants must show aptitude for participation in academic self-administration.

The hiring requirements comply with § 36 of the Higher Education Act of North Rhine-Westphalia (HG).

Teaching requirements currently are four hours of teaching during the first, and five hours of teaching during the second employment stage of the Junior Professorship. Employment is contingent on the presentation of the corresponding requirements for temporary civil service. The duration of employment complies with § 39 Sect. 5 HG.

The University of Duisburg-Essen promotes the diversity of its members (<https://www.uni-due.de/diversity>). It strives to increase the percentage of women in its academic staff and therefore emphatically invites qualified women to apply. In the case of equal qualifications, female candidates will be considered with preference (Equal Opportunities Act). As per § 2 Sect. 3 SGB IX, applications by candidates with a disability or equivalent status are especially welcome.

Applications with the usual documents (CV, list of publications, documentation of academic and professional development, copies of relevant documents and certificates, an exposé of the applicant's research profile with reference to its relevance for the University of Duisburg-Essen, a list of successful external grant applications, a list of courses taught and a teaching philosophy, an enumeration of experience in academic self-administration) should be sent by the 11<sup>th</sup> of November, 2018 at the latest to the Dean of the Faculty of Business Administration and Economics:

**Dean of the Faculty of Business Administration and Economics  
of the University of Duisburg-Essen  
Mr. Univ.-Prof. Dr. Erwin Rathgeb  
Universitätsstr. 2  
45141 Essen  
Germany**

Further information on the University of Duisburg-Essen and the Faculty of Business Administration and Economics can be found under:

<https://www.wiwi.uni-due.de/organisation/dekanat/informationen-zu-vakanten-professuren/>