

**Information for applicants for the W1
professorship in ‘Economics -
Microeconomics’ with tenure track to W3
at the Faculty of Business Administration and Economics**

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1. The University of Duisburg Essen (UDE)

We are a young, innovative university located in the heart of the Ruhr metropolis. We pride ourselves on outstanding research and teaching, think in terms of opportunities rather than limitations and develop ideas with a view to the future. Diversity is an integral part of our culture as we promote potential and are committed to upholding genuine equity in education.



Essen campus

Located in the heart of the Ruhr metropolis, the University of Duisburg-Essen (UDE) is one of Germany's largest universities and also among its strongest in research. The courses range from the humanities, social sciences and educational sciences via economics and business studies all the way to the engineering sciences, computer sciences and natural sciences (including medicine).

UDE embodies responsibility for the future. Our values – openness and internationality, diversity, equal opportunity and sustainability – guide our actions, research, teaching and learning.

UDE's research profile is distinguished by the strategic identification, consistent promotion and systematic advancement of promising, innovative ideas – and this is true of both fundamental and applied research and extends to the transfer of knowledge into industry and society. Our many internal and affiliated institutes also bear witness to this.

The cornerstones of UDE's research profile are the University-wide strategic research areas, which are shaped and advanced by numerous researchers in twelve faculties and fourteen inter-faculty research centres. Cooperative research projects have just as vital a place here as excellent individual research.

With innovative and digitally supported teaching and learning concepts, UDE enables research-based learning from the start. The University offers around 38,000 students from 130 countries a wide range of courses of study, including teacher training.

UDE is considered a paradigm throughout Germany of how equity in education can be implemented at a university with a strong track record in research. Numerous measures and projects are in place to support talented young people and offer them prospects. UDE considers itself a vibrant environment of diversity and openness where students, researchers and staff can realise their potential and willingness to perform.

In a strategic partnership, UDE is affiliated with Ruhr University Bochum (RUB) and TU Dortmund University. Together, they form the University Alliance Ruhr (UA Ruhr) and collaborate closely to achieve excellence in research and teaching. With more than 110,000 students and almost 14,000 researchers, the UA Ruhr is one of the largest and best-performing academic hubs in Germany. The UA Ruhr's top-level international research on pressing issues of the future has been consolidated under the umbrella of the Research Alliance Ruhr.

In addition, UDE maintains partnerships with over 100 universities around the globe and is a founding member of the Aurora European university network, which offers cross-border study programmes.

Learn more: https://www.uni-due.de/imperia/md/content/dokumente/image_broschuere_en.pdf

UDE as an employer

Seal of quality from the German Association of University Professors and Lecturers

The University of Duisburg-Essen bears the German Association of University Professors and Lecturers' (DHV) seal of quality for the fair and transparent nature of its appointment proceedings; this seal was first earned in August 2014, with successful re-audits in 2017 and 2022.

Learn more: <https://www.uni-due.de/verwaltung/berufungsmanagement/>

Family-friendliness

UDE systematically promotes and improves the ability of all its members to balance family life with research, work and studying, which it underscored as early as 2010 with its successful participation in the family-friendly university audit (*audit Familiengerechte Hochschule*). In 2022, UDE joined the *Verein Familie in der Hochschule e.V.* (family in higher education association) and established the UDE-wide *Netzwerk Familie** (family network). This was followed in 2024 by participation in the North Rhine-Westphalia state programme *Vereinbarkeit Beruf & Pflege* (reconciling work and care duties).

The Diversity Support Center at UDE offers support through the Family Service Office. Its

offerings include personalised consultation on topics related to care, its own daycare facilities, flexible caregivers in emergencies and a holiday activity programme.

Learn more: <https://www.uni-due.de/diversity/en/>

Onboarding and Dual Career Service

The Onboarding team within the Appointment Management Department provide advice for getting started at UDE and can connect you with UDE's other consultation services. They also organise the Dual Career Service, which offers career assistance for both you and your partner.

Learn more: https://www.uni-due.de/en/dual_career.php

Coaching and further training

We see ourselves as a university of potential and work to ensure that all UDE members can contribute and develop their talents and abilities. This includes a wide range of opportunities to develop leadership skills along with coaching for line managers.

Learn more: <https://www.uni-due.de/pe/personalentwicklung>

Promoting good health in the workplace

UDE's occupational health management service works to provide a healthy and pleasant work environment as well as a culture of cooperation and trust. Staff at UDE can take advantage of a broad spectrum of in-person and online options to promote good health, comprehensive sport and fitness offerings provided by the University sport services, balanced meals in the canteens for good nutrition on campus, and many other opportunities.

Learn more: <https://www.uni-due.de/pe/gesundheitsmanagement>

2. Faculty of Business Administration and Economics

The Faculty of Business Administration and Economics covers the subjects

- Business Administration
- Economics
- Economic Education

Approximately 120 researchers work in 24 working groups at the faculty, supervising around 2,200 students at the Essen campus.

The Faculty of Business Administration and Economics at the University of Duisburg-Essen examines current topics from economic, business administration, economic law and economic education perspectives in both research and teaching. The focus is on the structures and processes of companies, markets and organisations. Special emphasis is given to data-supported processes. The efficient design of economic structures and processes often requires systematic processing and evaluation of large amounts of data.

The Faculty of Business Administration and Economics places particular emphasis on training high-performing graduates for careers in business and research as well as teaching at vocational colleges in the field of economics and administration. Research and teaching are interdisciplinary in nature. 'Interdisciplinary networking' is the successful model that the faculty has developed with a view to practical application. This allows students to easily switch between the faculty's study programmes .

The main focus areas are energy economics and healthcare. These are complemented by the examination of important specific issues in the individual areas, with particular emphasis on empirical approaches. In addition to the areas that our research institutes are dedicated to, central fields of research include:

- labour market and social security, private pension schemes
- empirical economic research
- experimental economic research
- international economic relations
- capital market research
- buyer behaviour research
- human resources research
- organisational change management
- business education and economic education

[Health economics research centre CINCH](#)

CINCH, the national research centre for health economics located in Essen, has been at the forefront of empirical health economics research since its inception in 2012. Our mission is twofold: to advance cutting-edge research in health economics and to foster the training and development of junior researchers in the field.

- CINCH's research is focused on three pivotal themes:
Health as Human Capital: Investigating the determinants of individual health and examining how health influences socio-economic outcomes
- Health Insurance as a Social Protection Mechanism: Developing optimal policies for equitable risk adjustment and cost-sharing
- The Health Care Sector as a System: Analysing how healthcare providers respond to incentives.

All of our research projects are designed to have an international impact and are driven by the ambition to influence policy while meeting the highest academic standards. CINCH is deeply embedded within the international research community, maintaining strong connections with partner organizations both locally and globally.

[House of Energy, Climate and Finance \(HECF\) – Markets, Systems and Decisions](#)

The House of Energy, Climate & Finance aims to become the leading institution in Germany to conduct research at the intersections of energy, climate and finance. It builds on the expertise and international visibility of its members. The existing competencies of the participating chairs at the University of Duisburg-Essen are bundled in a center with international visibility that combines research and teaching on sustainable market, system and decision concepts.

A distinctive feature of HECF is the integration of expertise in empirical economic methods, quantitative finance, risk management, operations research, data science and engineering. Furthermore, the center serves as a crystallization point for additional competencies related to energy and climate systems. Building on existing teaching programs and research projects, the center provides a platform for economic analysis and, from an economic and decision-support perspective, supports the transformation of these systems. The HECF maintains close collaborations with companies, universities and research institutions. This interdisciplinary approach fosters innovative solutions to improve energy and climate systems.

Studies and teaching

The research institutes not only represent the faculty's current research priorities, but are also linked to the degree programmes offered by the faculty, particularly at master's level.

Extensive options for specialisation and development, together with a practice-oriented curriculum, ensure that graduates leave the faculty well-trained and with excellent prospects on the job market.

The Faculty of Business Administration and Economics offers the following bachelor's programmes:

- Business Administration (B.Sc.)
- Economics (B.Sc.)
- Business/Economics Education with the option of teaching at vocational colleges (B.Sc. or B.A.)
- Major in Business/Economics Education with a minor in teaching with the option of teaching at vocational colleges (B.Sc.)

Through a choice of appropriate specialisations in the bachelor's programme, our faculty enables a seamless transition to the corresponding master's programmes:

- Business Administration – Energy and Finance (M.Sc.)
- Health Economics (M.Sc.)
- Markets and Companies (M.Sc.)
- Medical Management for Business Administrators (M.A.)
- Medical Management for Medical Professionals and Health Researchers (M.A.)
- Economics (M.Sc.)
- Business/Economics as vocational field of study for teaching at vocational colleges (M.Ed.)
- Major in Business/Economics Education with a minor in different fields of business administration (M.Ed.)

Together with the other economics faculties at the UA Ruhr universities and the Department of Statistics at TU Dortmund University, we also offer an English-language master's programme in Econometrics.

3. W1 professorship in 'Economics - Microeconomics' with tenure track to W3

a) Description

We are looking for an outstanding early-career researcher (m/f/x) in microeconomics who is internationally connected, brings innovative research ideas and actively contributes to the faculty's research and teaching activities.

The professorship plays a pivotal role in integration within the Faculty of Business Administration and Economics at the University of Duisburg-Essen. Accordingly, collaborations with other research groups within the faculty are encouraged, for example with CINCH, its research centre for health economics; the House of Energy, Climate and Finance (HECF); and the Mercator School of Management. The faculty also maintains close cooperation with the Essen-based RWI – Leibniz Institute for Economic Research and, within the framework of the University Alliance Ruhr, with the neighbouring universities in Bochum and Dortmund. We further expect extensive international experience and strong integration into the global academic community, ideally including ongoing international collaborations, and anticipate that the successful candidate will contribute to the Ruhr Graduate School in Economics.

The professorship includes teaching in microeconomics and general economics at both bachelor's and master's levels. Master's courses may be taught in English. German language skills are desirable for bachelor-level teaching but are not required within the first three years. The teaching environment is decidedly international, with students from a wide range of countries.

Publications in peer-reviewed journals and experience in conducting externally funded projects are desirable.

The University of Duisburg-Essen places particular emphasis on teaching quality. Therefore, candidates must outline their didactic approach, also taking the profile of the University of Duisburg-Essen into consideration.

Criteria for appointment are based on Section 36 of the North Rhine-Westphalian Higher Education Act (Hochschulgesetz NRW; HG).

The University of Duisburg-Essen aims to promote the diversity of its members (<https://www.uni-due.de/diversity/en/>). It strives to increase the proportion of women in its academic staff and therefore strongly encourages women with relevant qualifications to apply. If two candidates are equally qualified, women will be given preference as stipulated in the Equal Opportunities Act of North Rhine-Westphalia (Landesgleichstellungsgesetz; LGG NRW). Applications from qualified candidates with disabilities or equivalent status as defined in Section 2 (3) of Book IX of the German Social Code (Sozialgesetzbuch; SGB IX) are encouraged.

Applications should include the usual documents (CV including information on both your academic and professional experience; a list of academic publications; copies of relevant certificates; a description of your research profile and the resulting perspectives for the

University of Duisburg-Essen; a teaching and learning concept that takes the University of Duisburg-Essen's profile into account; information on your teaching activities, your involvement in academic self-governance and external funds that you have obtained to date). Please submit your application as described below:

Email a PDF file with the subject line 'Application Micro' to the Dean of the Faculty of Business Administration and Economics at the University of Duisburg-Essen, Prof. Dr. Erwin Amann, at dekanat@wiwi-essen.uni-due.de.

b) Significance and time commitment

The advertised professorship is a full-time position. According to the current regulations, the required teaching load is four (45-minute) teaching units of classes per week during the first employment phase and five in the second employment phase of the junior professorship. If the legal requirements for civil servants are met, the Junior Professor will be appointed as a civil servant for a fixed term of three years. It is intended to extend the civil servant status for another three years upon positive assessment. In addition, the position includes a tenure track option for a full professorship in the W3 salary band in accordance with LBesO W.

Appropriate participation in academic self-governance at faculty level is expected.

c) Information on staffing and resources

In the area of research staff, at least a position for research assistants (50% FTE) in accordance with the TV-L E13 salary scale is planned. An office administrator position (25% FTE) is also planned. Participation in the faculty's internal allocation of material resources is mandatory.

4. Legal framework

Universities are state-funded bodies under public law with legal capacity. State funding is based on the university's tasks, the obligations agreed upon in university contracts and the university's performance. They have a global budget and are not subject to individual instructions from the Ministry for Culture and Science of the state of North Rhine-Westphalia.

If the legal requirements are met, professors are appointed as permanent civil servants as a rule. Professors can also be appointed on the basis of an employment contract under private law.

When awarding a junior professorship, it is to be noted that individuals who already meet the hiring requirements for a university professorship due to having completed a habilitation or another reason cannot be considered.

Further information (in German):

- Contacts
www.uni-due.de/verwaltung/organisation/peo_professoren.php
- Regulations on the appointment proceedings
www.uni-due.de/imperia/md/content/zentralverwaltung/bereinigte_sammlung/2-10-mai12.pdf
- Information on the appointment and hiring process
www.uni-due.de/verwaltung/berufungsmanagement/

5. Salary

The salary of university teaching staff is stipulated by the North Rhine-Westphalian system for the remuneration of civil servants (*Landesbesoldungsordnung W*). These staff members fall under the W salary range, which contains the bands W1, W2 and W3.

Basic salaries can be supplemented with (performance) bonuses in bands W2 and W3. These performance-based salary components can be awarded

- as a result of appointment and retention negotiations (appointment and retention bonuses)
- for special achievements in research, teaching, art, further education and supporting early career researchers (special achievement bonuses)
- for assuming functional or special responsibilities as part of the University's self-governance or University management (functional bonuses)

In certain circumstances, so-called teaching and research bonuses may be paid from private third-party funds.

During appointment and retention negotiations, performance bonuses can also be agreed for a fixed period of time if they are linked to target and performance agreements.

Appointment bonuses are to be negotiated on an individual basis with the Rector of the University of Duisburg-Essen as part of appointment negotiations.

Please find a table showing the current remuneration (in North Rhine-Westphalia) for the salary bands W1, W2 and W3 at:

- https://www.hochschulverband.de/fileadmin/redaktion/download/pdf/besoldungstabellen/grundgehaelter_w.pdf

You can find information on the W salary range (in North Rhine-Westphalia) and the legal foundations for it on the following webpages:

- www.uni-due.de/verwaltung/organisation/peo_links.php (in German)
- <https://www.research-in-germany.org/en/jobs-and-careers/info-for-senior-researchers/career-paths/professorship/professor-university.html>

Further information (in German) can be found in the regulations on awarding performance-related bonuses:

- www.uni-due.de/imperia/md/content/zentralverwaltung/bereinigte_sammlung/3_60.pdf