

**The English translation of § 47 Landeshochschulgesetz (act on the higher education institutions in the Land of Baden-Württemberg) is intended solely as a convenience to non-German-reading applicants. Only the German text of the law is legally binding. In the event of any conflict between the English and German text, its structure, meaning or interpretation, the German text, its structure, meaning or interpretation shall prevail.**

### **§ 47 Landeshochschulgesetz**

(act on the higher education institutions in the Land of Baden-Württemberg)

#### **Employment requirements for professors**

(version dated 17th December 2020, in force from 31<sup>st</sup> December 2020)

- (1) In addition to the general requirements of civil service law, the following employment requirements apply for professors
  1. **a completed academic degree,**
  2. **aptitude for teaching,** this would normally be demonstrated through teaching experience or participation in academic didactics courses,
  3. **outstanding aptitude for academic work, normally demonstrated through the quality of one's doctorate, or outstanding artistic aptitude and**
  4. in addition, depending on the tasks at the university and the requirements of the position
    - a) additional academic research and teaching achievements (subsection 2),
    - b) additional artistic achievements which may include practical artistic work outside the university sector, or
    - c) **outstanding achievements applying or developing scientific findings and methods during a minimum of five year's practical work, at least three years of this outside of the university sector.**
- (2) The academic or artistic achievements listed above (subsection 1, number 4, letter a) and b)) will normally be demonstrated through a postdoctoral qualification / habilitation, as part of a junior professorship or by working as a lecturer, also in particular by working at a university or a non-university research facility as scientific / academic staff or through scientific work in business or other areas of society both in Germany and abroad. Sentence 1 only applies for those who seek to be appointed as a professor for the first time. The additional academic or artistic achievements required for the appointment as professor will be assessed in detail during the professorial appointment procedure (*Berufungsverfahren*).
- (3) If a position's job description includes pedagogical or subject-specific didactical tasks, normally only those should be appointed who can show three year's practical teaching (school) experience. **Professors at universities for applied sciences** and at Baden-Wuerttemberg Cooperative State University (DHBW) **have to meet the employment requirements as stated in section 1 number 4 letter c.** Professors as per sentence 2 may be appointed where reasoned exceptions apply, provided they meet the employment requirements as per subsection 1 number 4 letter a or b; this applies in particular in cases where universities of applied sciences have, in accordance with the institution's structural and development plan, which has been approved by the Ministry of Science, already defined such a profile when advertising the position for special reasons, in particular in order to establish a research focus. In accordance with sentence 2, professors may still be appointed, even if they do not fulfil the requirement stated in subsection 1 sentence 1 number 2 or 3 or the employment requirements stated in subsection 1 sentence 1 number 4. This is possible only where the appointment's purpose includes the acquisition of said employment requirement and includes working for a third party to this end, such work being funded by the third party (tandem professorship).

Professors appointed in accordance with sentence 4 are appointed for the funding period as temporary professors as stated in section 50 subsection 2 sentence 1 number 6.

- (4) Deviating from subsections 1 to 3, in as far as it is relevant for the specifics of a subject and the requirements of the position – in particular a temporary one –, a professor may be appointed if they can show outstanding professional, business or artistic achievements in their field as well as teaching skills.
- (5) Professors who additionally perform doctor's or dentist's tasks also have to submit their doctor's license (*Anerkennung als Facharzt*) if the federal state's law requires such further qualification for the subject area in question.

### **Additional information**

Those who meet the requirements can be appointed as Beamte (German civil servant with specific employment conditions and benefits) for life, normally following a three-year probation period. This applies only to those who do not exceed the maximum age defined by law at the time of appointment. Section 48 of the federal state's budget regulations (*Landeshaushaltsordnung*) sets the maximum age normally at 47 years.