

# Career Paths in Academia in Germany

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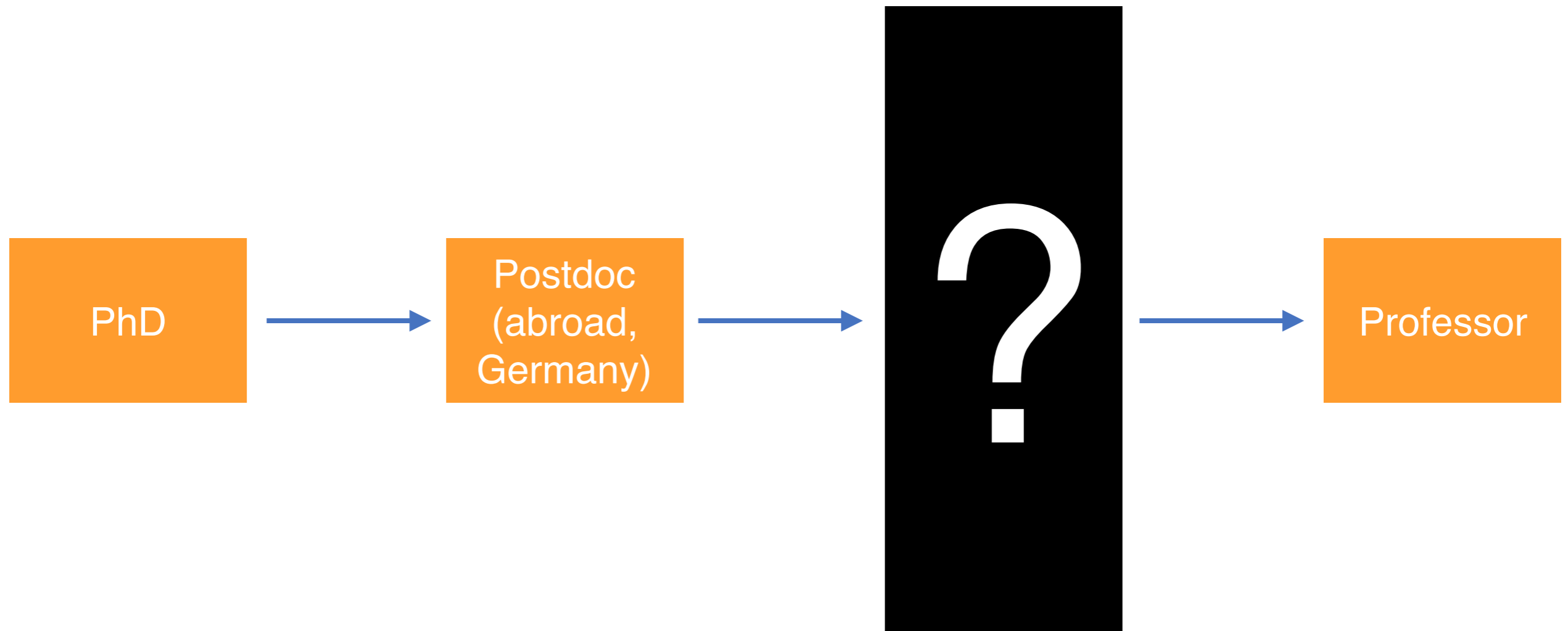
Max Planck Institute for Dynamics and Self-Organization  
Göttingen, Germany

Fulbright-Cottrell Junior Faculty  
Professional Development Workshop,  
June 2019

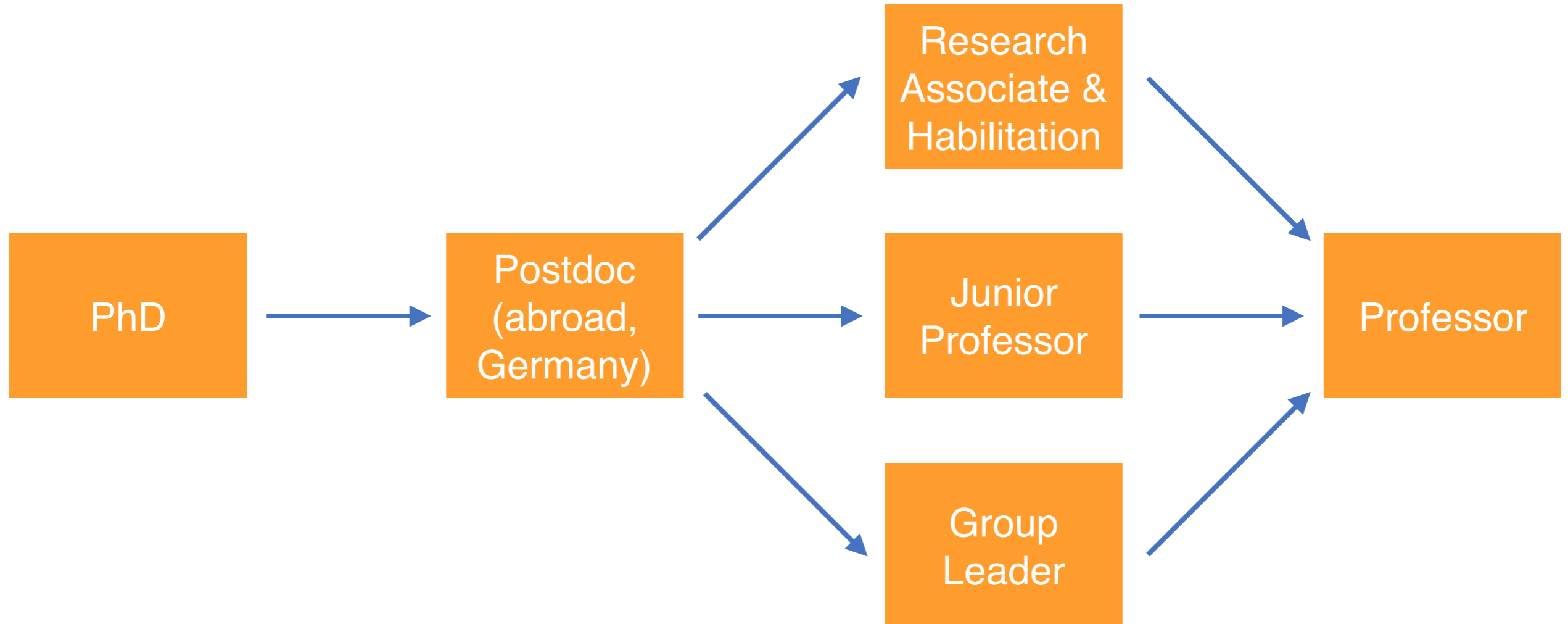
# Becoming a Professor: Recruitment Requirements (§ 25 NHG)

1. **completed university degree**
2. **pedagogical and didactic aptitude** confirmed by practical experience,
3. **special aptitude for in-depth independent scientific work**, as a rule demonstrated by an above-average doctorate [...]
4. a) **additional scientific achievements**, which have generally been achieved in the context of a **junior professorship or a habilitation**, otherwise also in the context of an activity as a scientific employee at a university or a non-university research institution or in the context of another scientific activity at home or abroad [...]

# How to Become a Professor in Germany



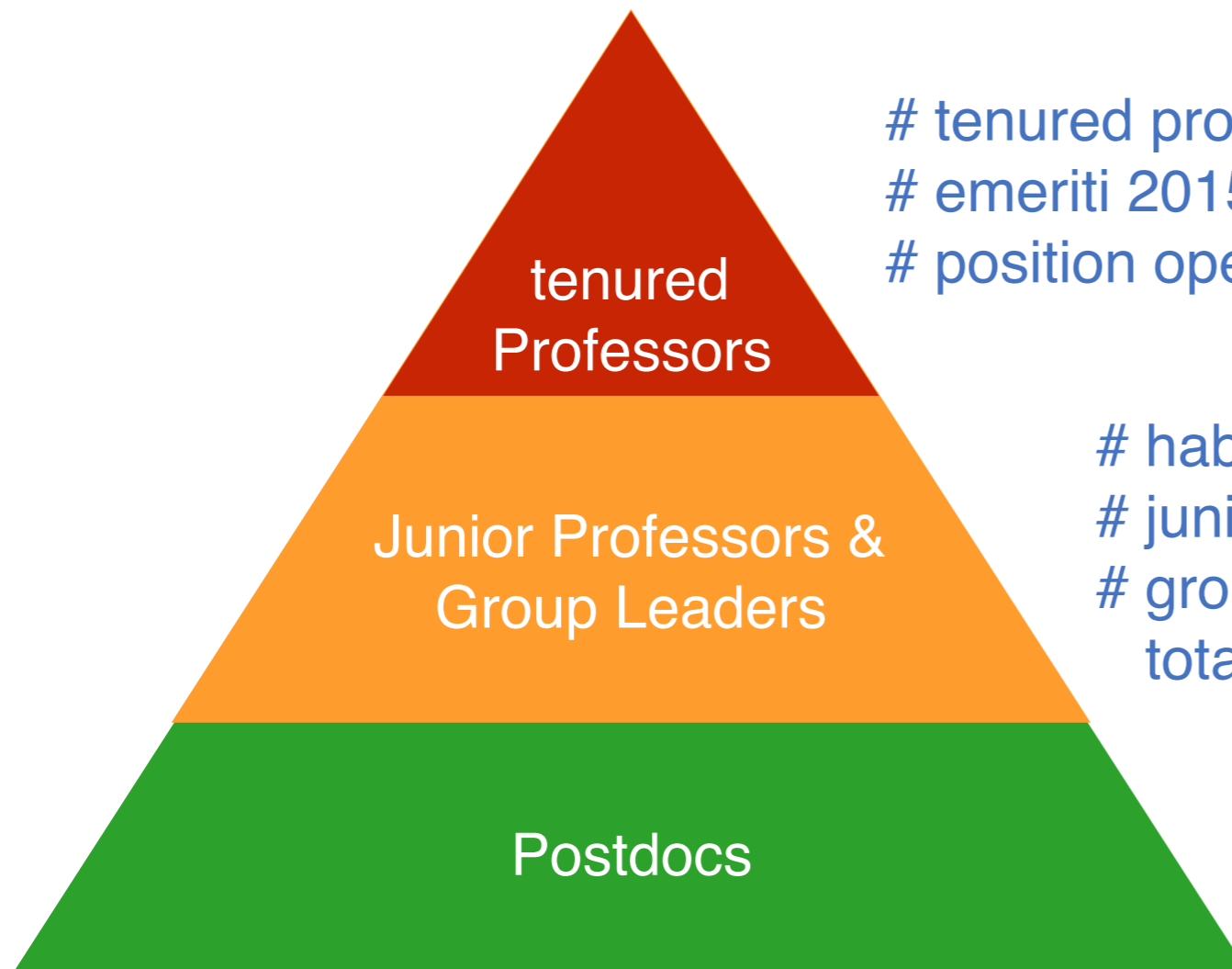
# How to Become a Professor in Germany



<https://www.research-in-germany.org/de/karriere-in-der-forschung/infos-fuer-postdoktoranden/karrierewege/der-weg-zur-professur.html>

<https://www.academics.de/ratgeber/nachwuchsgruppenleiter>

# Some Numbers (2015, all fields)



# tenured professors: 22636

# emeriti 2015: **610**

# position openings (physics, astronomy & chemistry): 92

# habilitants: 1627

# junior professors: 1615

# group leaders: 897

total **4139**

?

# Research Associate & Habilitation

- ▶ position: senior postdoc/research associate, conducting research and teaching under the guidance of a university professor
- ▶ route to obtain teaching qualification on university level (venia legendi)

## pro

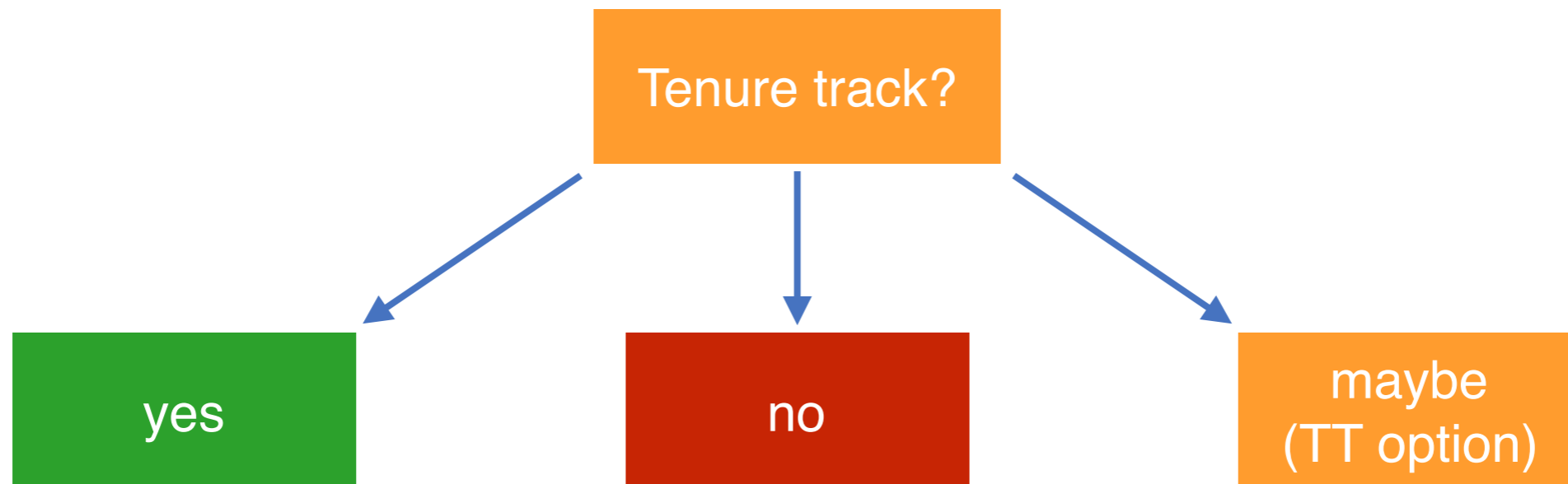
- 😊 scientific embedding
- 😊 close ties to the university
- 😊 mentorship

## con

- 😞 dependence
- 😞 visibility

# Junior Professorship

- ▶ independent, early career position to engage in research & teaching



pro

- 😊 independence
- 😊 visibility
- 😊 close ties to the university

con

- 😞 teaching load
- 😞 funding

# Research Group Leader Position

- ▶ independent, early career position to engage in research (& teaching)
- ▶ requirements: scientific excellence, research experience abroad
- ▶ a range of opportunities:



6 years



MAX-PLANCK-GESELLSCHAFT

5+2+2 years



6 years



pro

😊 independence

😊 funding

con

😞 independence

😞 mobility



# Time Line



Junior  
Professor

W1: 3300€/month



E15: 2900€/month\*

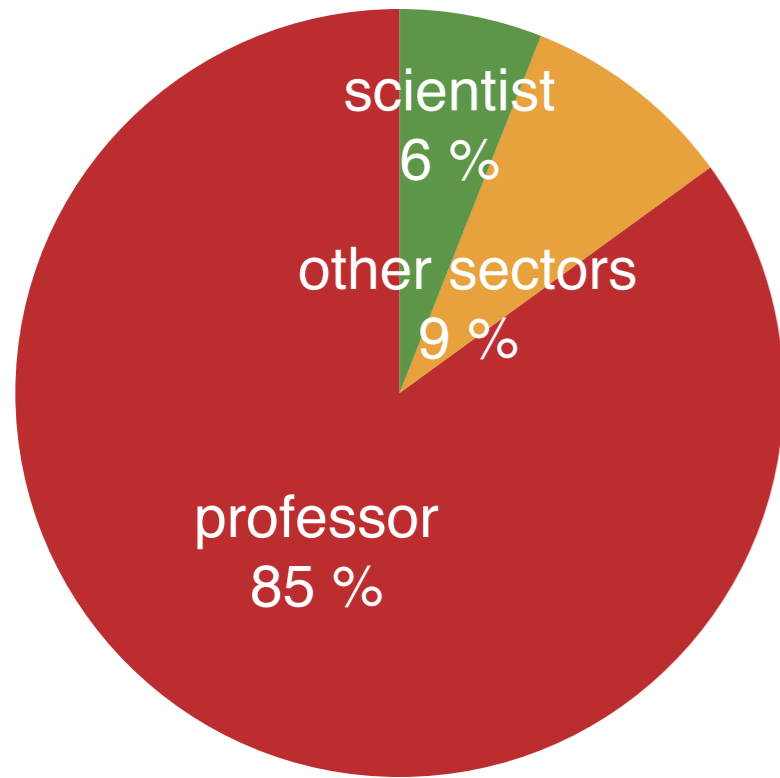


MAX-PLANCK-GESELLSCHAFT

W2: 4200€/month

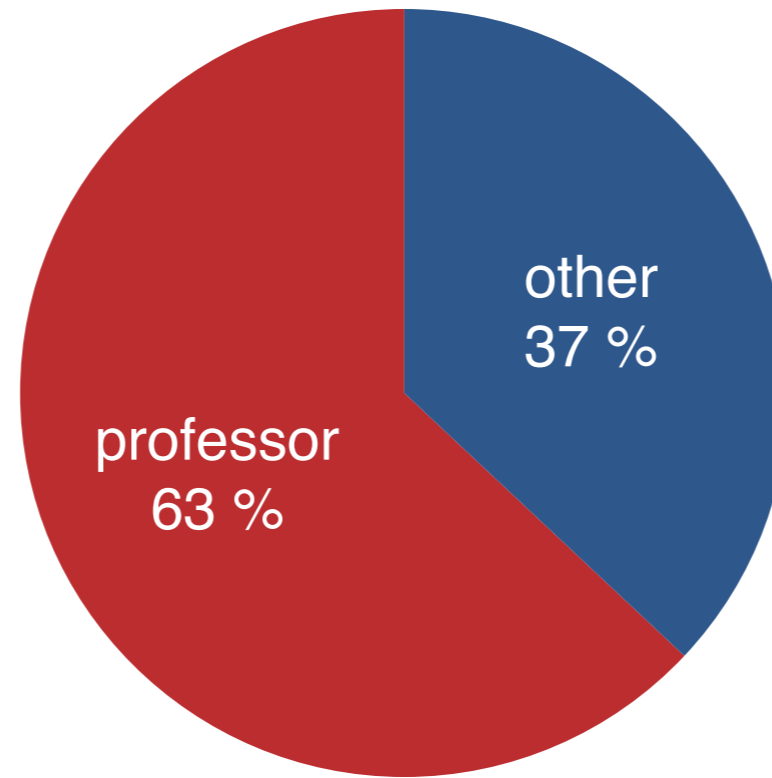
\* incl. healthcare, depending on experience level

# Career Perspective



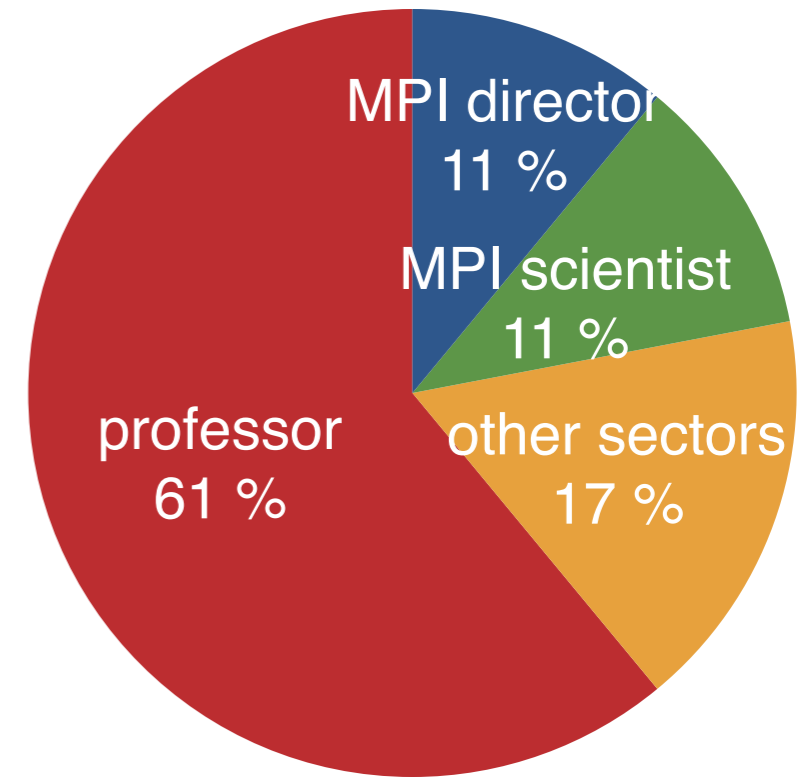
**Junior  
Professorship**

(since 2002, non-representative)



**Emmy Noether**

(2007/08,  
independent systematic study)



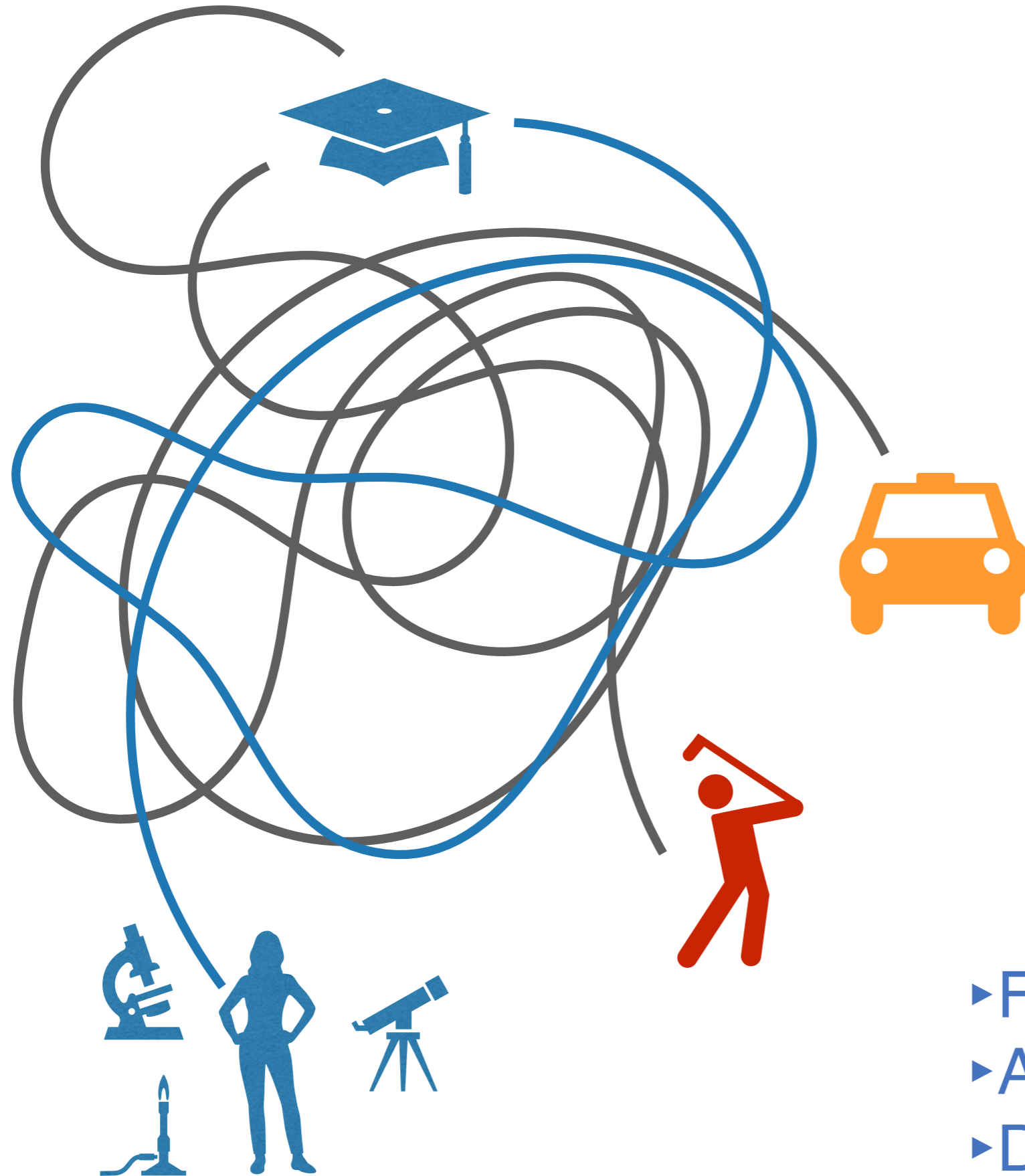
**Max Planck Research Groups**

(since 1970, MPG internal)

[http://www.che.de/downloads/Blickpunkt\\_Karriereentwicklung\\_Juniorprofessur\\_2014.pdf](http://www.che.de/downloads/Blickpunkt_Karriereentwicklung_Juniorprofessur_2014.pdf)

[https://www.dfg.de/dfg\\_profil/zahlen\\_fakten/evaluation\\_studien\\_monitoring/studien/studie\\_karrierewege/index.html](https://www.dfg.de/dfg_profil/zahlen_fakten/evaluation_studien_monitoring/studien/studie_karrierewege/index.html)

<https://www.mpg.de/11947043/max-planck-research-groups>



Thank you!  
Questions?

### Further Reading

- ▶ Forschung & Lehre
- ▶ Academics
- ▶ DFG
- ▶ Research in Germany