

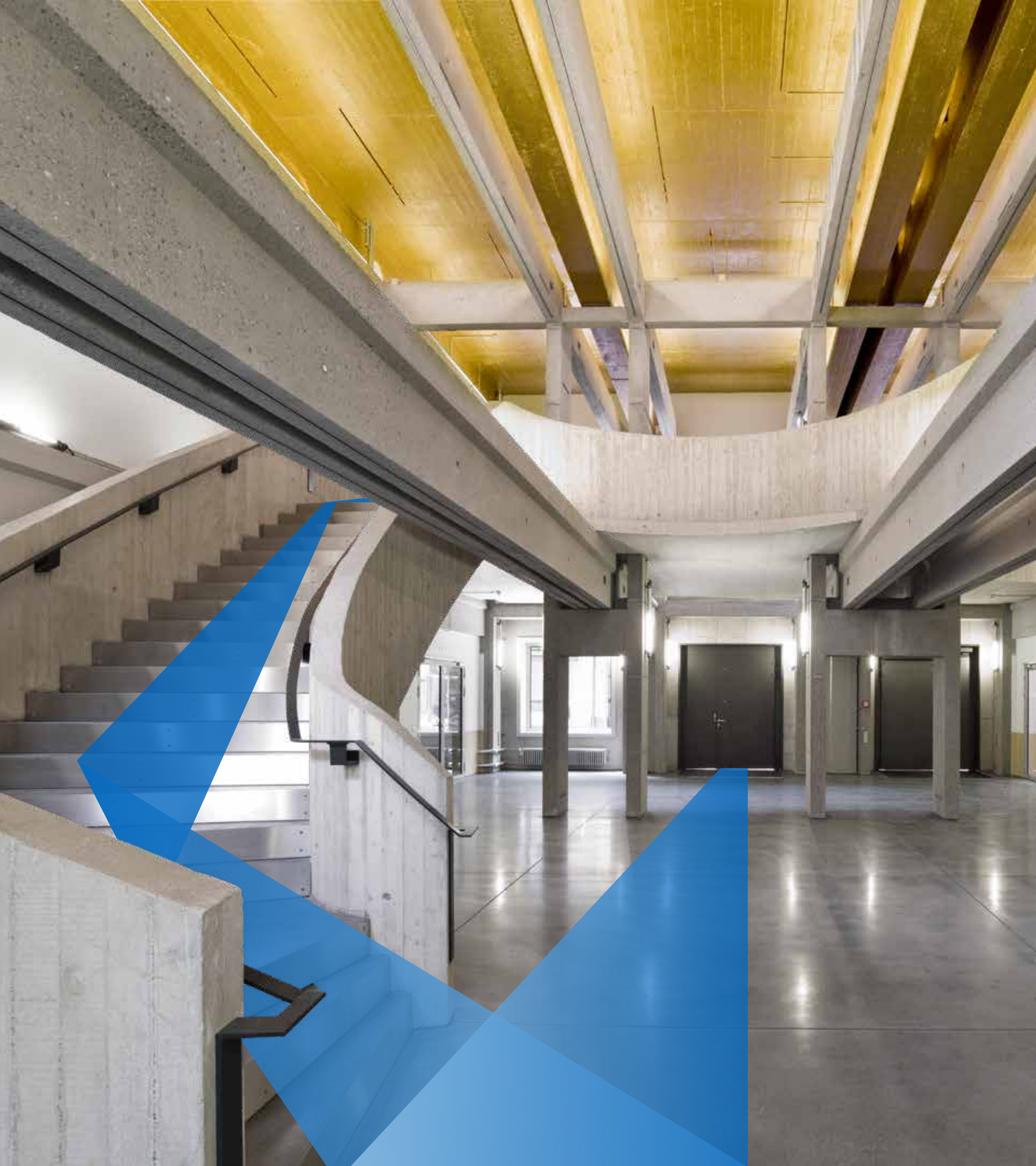


APPOINTMENT DETAILS  
**PROFESSOR IN  
ENVIRONMENTAL  
ECONOMICS**

TENURE TRACK ASSISTANT PROFESSOR  
OR ASSOCIATE PROFESSOR

A JOINT APPOINTMENT PROFESSORSHIP OF  
**TUM SCHOOL  
OF MANAGEMENT**

AND  
**TUM SCHOOL  
OF LIFE SCIENCES**



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# DEANS' WELCOME

**OUR TASK AT TUM SCHOOL OF MANAGEMENT AND TUM SCHOOL OF LIFE SCIENCES IS TO BRIDGE THE GAP BETWEEN MANAGEMENT AND LIFE SCIENCES.**

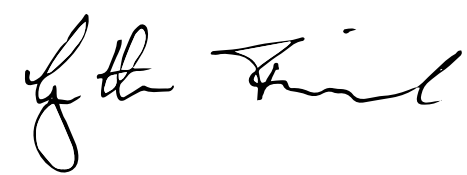
We do this in a number of pioneering ways. Our reputation as one of the leading universities in Germany and our unique location in the heart of Europe means that we can attract the very best students from around the world. At our schools, we teach them how to work in a rapidly changing global economy and how to contribute to solutions for the grand societal challenges such as climate change, food security and conservation of natural resources. The expertise that they acquire during their time with us enables them to convert their enthusiasm for a sustainable and healthy life as well as technological innovation into the products and services of the future.

Our research pushes at boundaries. The work done by our academics of TUM School of Management combines state-of-the-art knowledge of modern entrepreneurship with thought leadership in a wide range of areas relating to management, engineering and the natural and life sciences. At the TUM School of Life Sciences, our scientists do excellent basic research, generating a wealth of knowledge for creating the best possible living and development conditions on earth. By combining the strengths of both schools, valuable synergies are created in this interdisciplinary collaboration.

Our high levels of academic excellence are reflected in our outstanding rankings. We at TUM School of Management and TUM School of Life Sciences guarantee a global perspective, through our highly motivated, international student body and collaboration with renowned universities worldwide. At the same time, industry know-how flows into our programs through close collaboration with our corporate partners.

The new professorship in particular will use this interdisciplinary environment at the Weihenstephan campus, by bringing together research interests and current economic questions deriving from life science and environmental economics.

Within both our schools we create a uniquely dynamic and inspiring atmosphere that we invite you to be a part of. Join us, and together we can continue to achieve academic excellence and prepare the leaders of tomorrow.



Prof. Dr. Gunther Friedl  
Dean of TUM School of Management



Prof. Dr. Ingrid Kögel-Knabner  
Dean of TUM School of Life Science



**PROF. DR. GUNTHER FRIEDL**  
Dean of TUM School of Management

**PROF. DR. INGRID KÖGEL-KNABNER**  
Dean of TUM School of Life Science

# TECHNICAL UNIVERSITY OF MUNICH

The Technical University of Munich (TUM) combines first-class facilities for cutting-edge research with unique learning opportunities for students. It is committed to finding solutions to the major challenges facing society as we move forward. The university thinks and acts with an entrepreneurial spirit. Its aim: to create lasting value for society.

The Technical University of Munich (TUM) is one of Europe's leading universities, with more than 600 professors, over 11,500 academic and non-academic staff, and 50,000 students. It combines outstanding research with unique offerings for students. The university focuses on the engineering sciences, natural sciences, life sciences and medicine; reinforced by schools of management, education and governance. TUM has a very strong position in national and international rankings.

It regularly appears high on the Shanghai Ranking, the QS World University Ranking, the rankings published by CHE (Center for Higher Education) and the Times Higher Education. In 2006, 2012, and again in 2019, it was recognized as a University of Excellence by the German government. Eighteen Nobel Prize winners and inventors such as Rudolf Diesel, Carl von Linde and Rudolf Mößbauer have all done research here.

TUM forges strong links with companies and scientific institutions across the world. It is a truly entrepreneurial university, fostering a supportive environment for innovation with a market-oriented approach. Its strong international presence and reputation is further strengthened by its campus in Singapore and offices in Beijing, Brussels, Cairo, Mumbai, San Francisco and São Paulo.

The Technical University of Munich (TUM) is one of Europe's top universities with approximately:

TUM SCHOOLS AND DEPARTMENTS	11
PROFESSORS	600
STAFF MEMBERS	11,500
STUDENTS	50,000

Video Portrait: The TUM

[Click here](#)



## TUM SCHOOL OF MANAGEMENT

The School of Management at TUM has a unique focus on the interface between management, engineering and the natural and life sciences. Our task is to bridge the divide between management and technology. Currently we have 52 professors and some 400 staff members in total. TUM School of Management has cooperations with more than 110 internationally renowned universities and business schools. We work closely with a wide range of corporate partners in Germany and abroad.

In 2017, TUM School of Management joined a select international group of business schools to be awarded what is known as the “Triple Crown” accreditation by the AACSB (Association to Advance Collegiate Schools of Business), AMBA (Association of MBAs) and EQUIS (European Quality Improvement System) awarded by the European Foundation for Management Development. To achieve this feat, an institution has to meet a large number of criteria, including having a highly qualified teaching staff, a curriculum with an international character, close-knit interactions with business and substantial dedication to ethics and sustainability.

Since 2017, we were ranked several times as the best German business school in The Korea University Business School (KUBS) Worldwide Business Research Rankings, which puts us among the Top 100 business schools in the world. According to the Frankfurter Allgemeine Zeitung, Handelsblatt and Wirtschaftswoche, our professors are among the most influential economists and management scholars in Germany and German-speaking countries. In the 2020 CHE Ranking, as the only university in Germany, we received top ratings in all five categories concerning research and the school’s scientific approach in lectures.

# TUM SCHOOL OF LIFE SCIENCES

At the TUM School of Life Sciences on the Weihenstephan Campus, the Technical University of Munich bundles its competencies in the field of life sciences. Health must be considered on a global scale. Sustaining health is one of the most urgent challenges of our time and requires integrated approaches from various scientific disciplines. At the TUM School of Life Sciences, we are committed to actively engaging with the current critical challenges of climate change, population growth, biodiversity loss, dwindling resources, food security, healthy nutrition, and disease prevention. The concept of “One Health” integrates a broad understanding of the interactions between humans, animals, plants, microorganisms, soil, and the environment to ensure a sustainable and resilient future of healthy living.

## One Health Goals

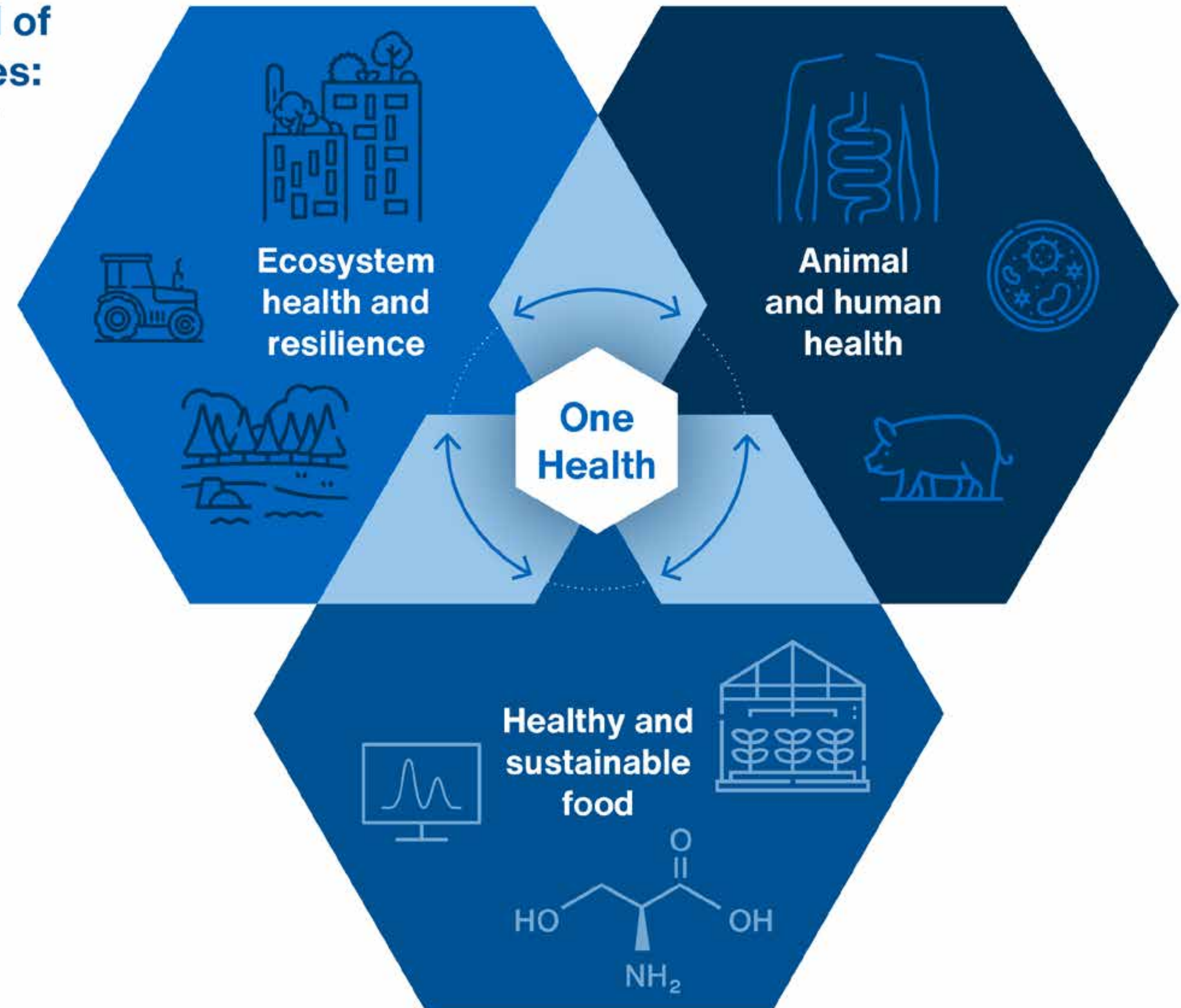
To achieve this goal, scientists from various disciplines at the TUM School of Life Sciences collaborate to conduct interdisciplinary research on:

- ecosystem health and resilience,
- animal and human health, and
- healthy and sustainable food.

The TUM School of Life Sciences offers many challenges and exciting research topics for young chemists, biologists, physicists and engineers and is one of the international leading authorities in integrated life sciences. Graduates can look forward to very good career prospects – specialists are sought in research and development.

We currently have approximately 90 professors and nearly 1900 staff members in total, collaborating with renowned universities around the world. In 2023, eleven TUM researchers were among the most frequently cited worldwide - five of them are conducting research at the TUM School of Life Sciences.

## TUM School of Life Sciences: Working for One Health



# TUM SCHOOL OF MANAGEMENT: THE ECONOMICS & POLICY DEPARTMENT AT A GLANCE

## WHO WE ARE

The Economics & Policy department is the largest department of the TUM School of Management. As of January 1, 2024, it includes Livia Cabernard, Helmut Farbmacher, Hanna Hottenrott, Svetlana Ikonnikova, Stefanie Jung, Phillip Lergetporer, Luisa Menapace, Ruth Müller, Sebastian Schwenen as faculty members. Tim Büthe, Anja Faße, Sebastian J. Goerg, Andreas Pondorfer, Leonie Sundmacher, Hubert Röder are affiliate members. Johannes Sauer is currently head of the department.

## WHAT WE DO

At the Economics & Policy department, members work on a wide range of economic and policy topics. These topics include among others Agricultural and Food Economics, Behavioral Economics, Economics of Innovation, Health Economics, Industrial Organization, Labour Economics, Managerial Economics, Energy and Resource Economics as well as Technological and Environmental Policy. The department also participates in the Center for Life Sciences and Management, the Center for Energy Markets, the Center for Digital Technology and Management, the Munich Intellectual Property Law Center, and the Munich Center for Technology in Society.

Members of the department regularly publish in top general interest and top field journals such as American Economic Review, American Journal of Agricultural Economics, American Political Science Review, Games and Economic Behavior, Management Science, and The RAND Journal of Economics. Members of the department teach at the Bachelor's, Master's, PhDs level and are involved in the Executive Education.





# TUM SCHOOL OF LIFE SCIENCES: THE LIFE SCIENCE SYSTEMS DEPARTMENT AT A GLANCE

## WHO WE ARE

The Life Science Systems department is the second largest research department at the TUM School of Life Sciences, comprising 33 professorships. Anja Rammig is the department's current speaker. The faculty members Annette Menzel and Rupert Seidl are ERC-Grant Holders, and Stefan Pauleit is the speaker of a Research Training Group. Members of the department are regularly awarded as Highly Cited Researchers.

## WHAT WE DO

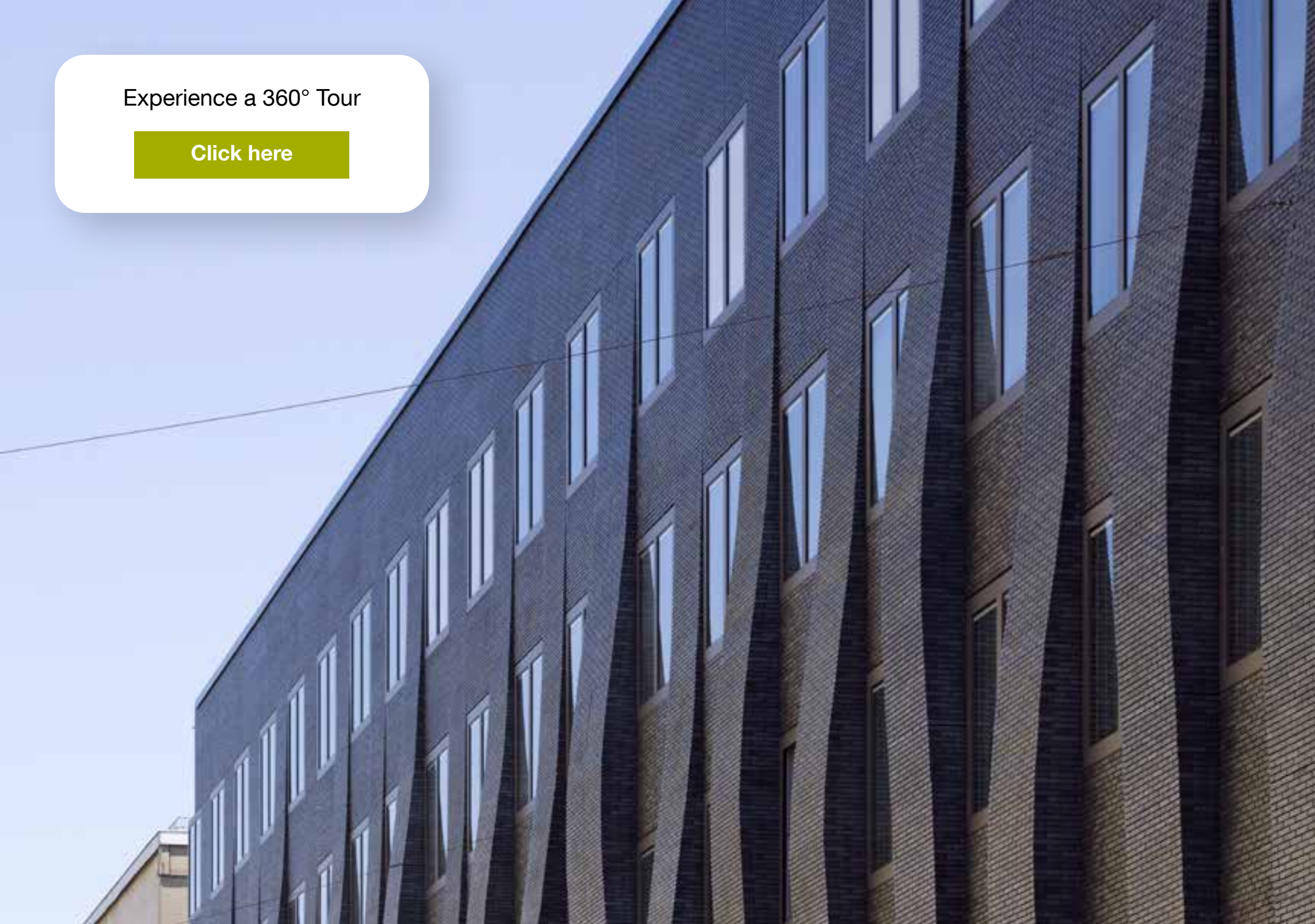
The department investigates natural and managed systems from an ecosystem perspective, including social and economic aspects - for example in the forestry and agricultural sectors.

The focus is on understanding the ecological processes underlying the functioning of ecosystems and the development of sustainable ecosystem management strategies. In principle, all compartments (soil to atmosphere) and all groups of organisms in the ecosystem (plants, animals, fungi, microbes, but also humans), their interactions, as well as element and water cycles, are included in our research. The department understands ecosystems as part of socio-ecological systems and covers important interfaces between ecosystems and humans to provide science-based support for a good life for people.

Within the European research landscape, the department is unique in that it has a strong focus on land use at the landscape scale and that it develops strategies that transcend individual ecosystems and disciplines. Research integrates agricultural, forest, freshwater, and urban ecosystems and addresses their links and interactions.

Experience a 360° Tour

[Click here](#)



[TUM – Munich](#)

## MULTIPLE LOCATIONS, MORE POSSIBILITIES

TUM School of Management operates in places where it finds the best interactions with other disciplines and the corporate world.

This is why TUM School of Management is located in Munich, Garching and Weihenstephan and cooperates with the new TUM Campus Straubing for Biotechnology and Sustainability – in addition to our brand-new TUM Campus in Heilbronn.

Munich, the capital of Bavaria and home of global companies such as BMW, Siemens and Allianz, offers great opportunities to interact with DAX companies, large corporations and start-ups.

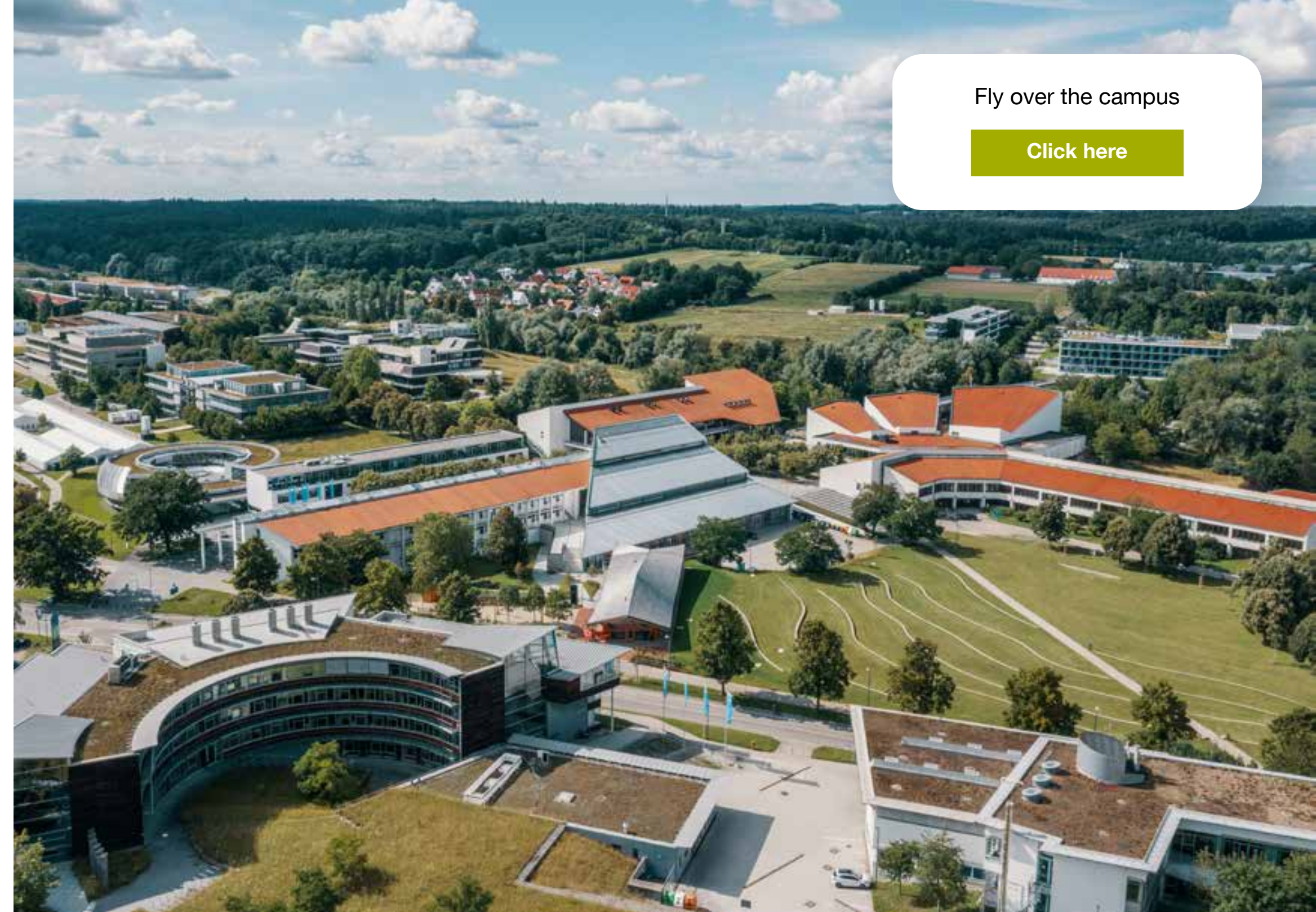
TUM members alone have initiated over 1,000 start-ups within the last 20 years, accompanied

by the UnternehmerTUM, the university's interdisciplinary center for entrepreneurship. Three of just over a dozen German unicorns (start-ups valued at over a billion dollars) alone come from TUM. The founding spirit of the university and its students makes TUM one of the top performing universities in the world. This makes Munich one of the most vibrant start-up scenes in Europe and offers unique opportunities for you and your research interests.

Furthermore Munich attracts highly motivated and excellent international students from over 40 countries, ranking number two worldwide in the QS Best Student Cities Ranking 2021.

Fly over the campus

[Click here](#)



[TUM – Weihenstephan](#)

The Weihenstephan Campus is located in Freising, a town with 50,000 inhabitants. The proximity to the state capital Munich and Munich Airport makes the location interesting for many national and international companies.

Researchers from several TUM Schools and two TUM Corporates Research Centers, one being the World Agricultural Systems Center, are located on campus and connected in interdisciplinary projects. The bundling of many more institutions on one

site enables close cooperation across institutional boundaries, ensuring internationality and dynamism and making up for a unique setting.

The newly founded TUM Venture Lab Food-Agro-Biotech (TUM Venture Lab FAB) is a university incubator for startups in the food, agriculture and biotechnology sectors. Centrally located on campus, it accompanies start-up activities as part of the TUM Venture Lab network and supports them with know-how as well as university network.



## RESEARCH TUM SCHOOL OF MANAGEMENT

Research at the TUM School of Management is characterized by its interdisciplinary approach:

theoretical innovation along with ground-breaking applied research taking place at the interface between management, engineering and the natural and life sciences. Within the framework of this strategic orientation, research is undertaken in the areas of Innovation & Entrepreneurship, Marketing, Strategy & Leadership, Operations & Technology, Finance & Accounting, and Economics & Policy. With the establishment of additional competence centers, TUM School of Management continues to increase its research strengths through more intense cooperation with other research establishments and corporate partners.

### ACADEMIC DEPARTMENTS

#### INNOVATION & ENTREPRENEURSHIP

The Innovation & Entrepreneurship department explores developments in the management of innovation and start-ups. Its research focus lies on empirical studies. Research topics include corporate strategies for profiting from innovation, openness in innovation processes, innovation by users, patent management, the recognition of business opportunities, the psychological processes of entrepreneurial individuals and teams, strategies for young companies and understanding the consequences of entrepreneurial failure.

#### MARKETING, STRATEGY & LEADERSHIP

The Marketing, Strategy & Leadership department focuses on the planning and achievement of market and company targets. The primary interest of the department is in the empirical investigation of attitudes, motivation and behavior among employees, management, customers and consumers.

#### OPERATIONS & TECHNOLOGY

The Operations & Technology department focuses on analyzing, modeling and optimizing decisions relating to the design and operation of manufacturing and service systems such as logistics and supply chains. Research by the department focuses on decision support for real-world problems through the development and application of novel techniques in the area of operations research and management science.

#### FINANCE & ACCOUNTING

The Finance & Accounting department combines the traditional fields of corporate finance, management accounting and financial accounting. The department conducts empirical, theoretical and experimental research. Several industry cooperation projects are run by the department, which is also home to the Center for Entrepreneurial and Financial Studies (CEFS), focusing on entrepreneurial finance. In addition, the Center for Energy Markets (CEM) was recently founded in the department and focuses on the economic and financial analysis of the wider area of energy markets.

#### ECONOMICS & POLICY

The Economics & Policy department examines economic processes with a focus on the role of public policy. It addresses contemporary policy issues by means of theoretical and empirical investigations into public economics, health economics, industrial organization, environmental economics, sustainable resources management, agricultural and food economics, forestry, energy economics and the economics of aging. Special emphasis is given to policy conflicts among equity, efficiency and sustainability.



# RESEARCH

## TUM SCHOOL OF LIFE SCIENCES

The Departments of the TUM School of Life Sciences focus on molecules, organisms, and ecosystems, as well as their interrelationships. The aim is to link new insights and discoveries to better shape the coexistence of humans and nature through human-centered engineering. By adopting a systemic approach, scientists strive to create a healthy future for our planet.

To provide the best possible support for research work, the TUM School of Life Sciences supports scientific talents through professionally organized technology centers. In the four TUM Tech Cores - Bavarian Center for Biomolecular Mass Spectrometry, Plant Technology Center, Animal Research Center and Food & Agro Center for Innovation & Technology, scientists can access highly qualified staff, „state of the art“ technologies, and scientific services.

### RESEARCH DEPARTMENTS

#### MOLECULAR LIFE SCIENCES

The Research Department of Molecular Life Sciences (MLS) is devoted to fundamental biomolecular research. The research is conducted at different levels – from molecules, including the genetic substance, to cells and organisms. In this manner, all biological systems are addressed: microorganisms, plants and animals, including humans. The Department of Molecular Life Sciences therefore covers, among others, the areas of genetics, protein science, microbiology, biotechnology of plants and animals as well as nutritional science and human biology.

all compartments (soil to atmosphere) and all groups of organisms in the ecosystem (plants, animals, fungi, microbes, but also humans), their interactions, as well as element and water cycles are included into considerations. The department understands ecosystems as part of socio-ecological systems and covers important interfaces between ecosystems and humans, to provide science-based support of a good life of people.

#### LIFE SCIENCE SYSTEMS

The Research Department Life Science Systems (LSS) investigates natural and used systems from an ecosystem perspective, including social and economic aspects - for example in the forestry and agricultural sectors.

The focus is on understanding the ecological processes underlying the functioning of ecosystems and the development of sustainable ecosystem management strategies. In principle,

#### LIFE SCIENCE ENGINEERING

The Research Department of Life Science Engineering (LSE) combines engineering, natural and life science expertise. It is dealing with questions regarding value-added systems in the agricultural and food sector as well as in the forestry and timber industry.

The research is focused on engineering approaches in food production, biotechnological solutions for the bio-economy, additive and biomaterial-based manufacturing strategies, precision agriculture, development of intelligent machines for agriculture and digitization of value chains.

# TEACHING

Teaching at the TUM School of Management takes place at the intersection of management, engineering, and the natural and life sciences. Our more than 6,000 students receive a thorough university education along with opportunities to put theoretical knowledge into practice. Course content is constantly updated in line with the latest research and management practices.

## ACADEMIC PROGRAMS TUM SCHOOL OF MANAGEMENT

Undergraduate program	
Munich 	<b>Bachelor in Management and Technology (B.Sc.)</b> Combine the best of two worlds
Heilbronn 	<b>Bachelor in Management and Technology (B.Sc.)</b> Take off with a head start
Straubing 	<b>Bachelor in Sustainable Management and Technology (B.Sc.)</b> Take charge for a greener planet
Graduate program	
Munich 	<b>Master in Management and Technology (M.Sc.)</b> Build bridges between business and science
Heilbronn 	<b>Master in Management &amp; Digital Technology (M.Sc.)</b> Shape business through digital leadership
Munich 	<b>Master in Management (M.Sc.)</b> Stand out from the crowd
Heilbronn 	<b>Master in Management (M.Sc.)</b> Linking management and sciences
Munich 	<b>Master in Consumer Sciences (M.Sc.)</b> Understand your target group
Munich 	<b>Master in Finance and Information Management (M.Sc.)</b> Navigate finance and digitalization in a data-driven world
Straubing 	<b>Master in Sustainable Management and Technology (M.Sc.)</b> Drive green transformation
Young professional program	
Heilbronn 	<b>Master in Management and Innovation (M.Sc.)</b> Boost your career
Munich & HEC Paris 	<b>Master in Management and Innovation (M.Sc.)</b> Boost your career
Executive MBA programs*	
Munich 	<b>Executive MBA</b>
Munich & St. Gallen 	<b>Executive MBA in Innovation and Business Creation</b>
Munich 	<b>Executive MBA in Business and IT</b>

\* Part-time Study

The TUM School of Life Sciences offers a wide variety of degree programs, from Agricultural and Horticultural Sciences, Brewing and Food Technology, Biosciences and Nutrition to Landscape Architecture and Landscape Planning to Forest Science and Resource Management. About 4,800 students are enrolled in our 25 study programs in the life sciences field, which offer plenty of hands-on learning - whether it's through lab work, field internships, in our research brewery, or in the Student's MakerSpace. Find the complete study program [online](#).

## ACADEMIC PROGRAMS (EXTRACT) TUM SCHOOL OF LIFE SCIENCES

Undergraduate program	
Weihenstephan 	<b>Bachelor in Agricultural and Horticultural Sciences (B.Sc.)</b>
	<b>Bachelor in Brewing and Beverage Technology (B.Sc.)</b>
	<b>Bachelor in Food Technology (B.Sc.)</b>
	<b>Bachelor in Life Sciences Nutrition (B.Sc.)</b>
	<b>Bachelor in Pharmaceutical Bioprocess Engineering (B.Sc.)</b>
	<b>Master brewer ("Diplombraumeister") / Brewing</b>
Graduate program	
Weihenstephan 	<b>Master in Agricultural Biosciences (M.Sc.)</b>
	<b>Master in Agrosystem Sciences (M.Sc.)</b>
	<b>Master in Brewing and Beverage Technology (M.Sc.)</b>
	<b>Master in Food Chemistry (M.Sc.)</b>
	<b>Master in Food Technology and Biotechnology (M.Sc.)</b>
	<b>Master in Nutrition and Biomedicine (M.Sc.)</b>
	<b>Master in Pharmaceutical Bioprocess Engineering (M.Sc.)</b>
	<b>Master in Sustainable Resource Management (M.Sc.)</b>
	<b>Master in AgriFood Economics, Policy and Regulation (M.Sc.)</b>
	<b>Master in Sustainable Food (M.Sc.) – TUM LS / TUM Asia</b>
Doctoral program	
Weihenstephan 	

# APPLICATION DETAILS

## PROFESSOR IN „ENVIRONMENTAL ECONOMICS“.

W2 Tenure Track Assistant Professor (with tenure track to W3) or W3 Associate Professor; to begin as soon as possible.

### SCIENTIFIC ENVIRONMENT

The professorship will strengthen TUM's expertise in food, commodity and environmental economics and business research. Being a joint appointment, the professorship will be assigned to the TUM School of Management (administrative lead) and the TUM School of Life Sciences, and will be located at TUM Campus Weihenstephan in Freising, close to Munich.

The professorship will be situated in the scientific environment of the Center of Life Sciences Management & Policy as well as other related Centers as e.g. the Center for Energy Markets. In addition, collaborations with the TUM Campus Straubing, Munich Institute of Integrated Materials, Energy, and Process Engineering as well as the TUM Munich Data Science Institute is made possible and very welcome.

### RESPONSIBILITIES

The responsibilities include research and teaching as well as the promotion of early-career scientists. We seek to appoint an expert in the research area of environmental economics with a focus on e.g. climate change adaptation, environmental

policy evaluation, biodiversity economics, ecosystem services, land use decisions. Teaching responsibilities include the degree programs of the TUM School of Life Sciences and the TUM School of Management.

### OUR OFFER

Based on the best international standards and transparent performance criteria, TUM offers a merit-based academic career path for tenure track faculty from Assistant Professor through a permanent position as Associate Professor, and on to Full Professor. The regulations of the TUM Faculty Recruitment and Career System apply. TUM provides excellent working conditions in a lively scientific community, embedded in the vibrant research environment of the Greater Munich Area. The TUM environment is multicultural, with English serving as a common interface for scientific interaction. TUM offers attractive and performance-based salary conditions and social benefits. The TUM Munich Dual Career Office (MDCO) provides tailored career consulting to the partners of newly appointed professors. The MDCO assists the relocation and integration of new professors, their partners and accompanying family members.

### YOUR APPLICATION

TUM is an equal opportunity employer and explicitly encourages applications from women. The position is suitable for disabled persons. Disabled applicants will be given preference in case of generally equivalent suitability, aptitude and professional performance.

Application documents should be submitted in accordance with TUM's application guidelines for professors. These guidelines and detailed information about the TUM Faculty Recruitment and Career System are available at [www.tum.de/faculty-recruiting](http://www.tum.de/faculty-recruiting). Here you will also find TUM's information on collecting and processing personal data as part of the application process.

#### APPLICATION:

Please submit your application in accordance with the specifications in the official job advertisement via the TUM recruitment portal.

[Apply now](#)

#### QUESTIONS:

For questions, please contact the head of the search committee,

**Prof. Dr. Sebastian Goerg**

[Contact](#)



## HOW TO APPLY

### APPLICANTS FOR PROFESSORSHIPS AT TUM ARE REQUIRED TO SUBMIT THE FOLLOWING DOCUMENTS

1. Cover letter
2. Résumé, certificates, credentials
3. List of publications
4. Three selected publications with a summary (max. 1,000 characters) of their impact on your research
5. Presentation of research strategy
6. List of courses taught
7. Descriptive statement of your teaching strategy and philosophy
8. Details of third-party funding
9. Names and addresses of three expert references

**International experts will evaluate your application in English. Therefore, we ask you to submit all application documents in English.**

#### APPOINTMENT PROCESS

Germany's appointment process for professorships differs from that of many other countries. In the case of the advertised post at TUM, a special university appointment committee ("Berufungskommission") will be established for the purpose of the appointment. This committee will select the most promising applicants, who will then be invited for an interview and to give a test lecture in front of a group of students.

Candidates will also have the opportunity to learn more about the school and to meet faculty members, other staff and students. Based on the interview and test lecture, the committee will then draw up a shortlist.

Peer reviews (and references) regarding the academic and personal suitability of the shortlisted applicants will be requested from professors at other universities. The final appointment decision will be made by the TUM Board of Management. Successful appointments are followed by negotiations in which the selected candidate explains his/her teaching and research concept. This is also an opportunity for the selected candidate to negotiate the details of their compensation package and any requirements in terms of resources. The selected candidate will be offered services from our Dual Career Office.

# PROFESSORSHIP AT TUM

## TUM FACULTY RECRUITMENT AND CAREER SYSTEM

W2 tenure track assistant professors at TUM receive a six-year contract, always with the option of tenure. This means that they can be promoted to a tenured W3 associate professorship following a positive tenure evaluation. Later in their career, if they meet TUM's demanding performance criteria, they may be appointed to a W3 full professorship.

W3 associate and full professorships are mostly permanent W3 professors who have achieved substantial success in research, external fundraising and academic teaching.

## SALARY

In Germany, professors are usually civil servants, remunerated in accordance with what is known as "W-Besoldung," a system of salary scales for scholars (the W stands for "Wissenschaft," meaning academia). Germany is a federation in which each individual federal state ("Land," plural: "Länder") has jurisdiction over the basic pay of its civil servants.

The initial monthly gross basic salary for a W2 tenure track assistant professor in Bavaria is around EUR 6.100 and for a W3 associate or full professor around EUR 7.220. On top, each professor can receive individually negotiated payments and is entitled to a special annual benefit payment.

## ADDITIONAL INFORMATION FOR PROFESSORS AT TUM

The TUM faculty tenure track is an end-to-end, six-year system with a strict quality focus aimed at promoting young academics on the basis of transparent performance standards. With our support, tenure track assistant professors develop their academic skills, interdisciplinary expertise and networking ability. We offer a reduced teaching load to our tenure track professors for an enhanced focus on research. Tenure track assistant professors at TUM receive a competitive entry package, the help of a mentoring team, structured status and counseling discussions with the dean and the mentoring team (annual performance reviews), and quality assurance by the TUM Appointment and Tenure Board. They are members of the TUM Tenure Track Academy, which organizes a kick-off event and professional development programs.

Tenure track assistant professors develop independent, internationally competitive research and teaching programs that are approved by the university. They independently raise external funds for projects. They support their own doctoral students and are permitted to award doctorates. Once a year, they write a brief biobibliography. to continuously review its claim to excellence. This review process decides whether the additional endowments and merit pay, granted during appointment negotiations, are prolonged over the initial five years.

They prepare for two status assessments at the end of their second and fourth years and submit a complete evaluation dossier for the tenure evaluation process during the last year. This clear structure of regular evaluation and mentoring meetings enables tenure track assistant professors to develop their professional career in a concise manner. If they receive a positive evaluation at the end of the six years period, they are awarded a tenured W3 associate professorship.

With the post-tenure performance monitoring TUM implements a monitoring system for benchmarking and documenting the performance of its tenured W3 associate and full professors in order to continuously review its claim to excellence. This review process decides whether the additional endowments and merit pay, granted during appointment negotiations, are prolonged over the initially five years.

Furthermore TUM offers them the career advancement from associate to full professor, in case the professor has achieved substantial success in research, external fundraising and academic teaching.





## FURTHER INFORMATION AND WEBSITE ADDRESSES

## GENERAL INFORMATION ABOUT TUM FACULTY RECRUITMENT AND CAREER SYSTEM

[Click here](#)

## GENERAL INFORMATION ABOUT TUM SCHOOL OF MANAGEMENT

[About TUM School of Management](#)

[TUM School of Management strategy 2026](#)

[Research](#)

[Teaching](#)

[Ethics, responsibility, and Sustainability](#)

## GENERAL INFORMATION ABOUT TUM SCHOOL OF LIFE SCIENCES

[About TUM School of Life Sciences](#)

[Research](#)

[Teaching](#)

[Professors](#)



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