

# Job requirements

## W2-Professorship Cyber Security Engineering

Application deadline: Aug 31, 2022

Starting date: at the earliest opportunity

**Technology**  
**Arts Sciences**  
**TH Köln**

The general legal requirements in compliance with section 36 of the North Rhine-Westphalia Higher Education Act (Hochschulgesetz – HG) are as follows:

1. University degree
2. Proven track record of teaching ability, or as an exception, the teaching ability is to be proven during the first year through a probation period.
3. Particular proficiency in scientific work, usually demonstrated by the quality of the doctorate.
4. A strong track record in the application or development of academic findings and methods, gained during a minimum of five years of professional employment in a relevant field – at least three years of these five years must have been outside of a university environment. If the applicant does not have such a strong track record as mentioned above, then it is necessary to have a German “Habilitation” or additional academic qualifications equivalent to a “Habilitation” (the postdoctoral qualification in Germany, which entitles the person to research at an expert level and teach his or her academic subject(s) at university). To prove that the applicant has such an equivalent qualification, a professor’s assessment, which shows the applicant’s competence, is to be enclosed with the application. Such a professor must be from a university, or from a university of applied sciences (Fachhochschule) and in the latter case the professor must have a “Habilitation”. The applicant may also provide evidence of a positively evaluated junior professorship.

Questions on the recruitment process to:

**Christiane Schnuer**

T: + 49 221-8275- 3508

E: [christiane.schnuer@th-koeln.de](mailto:christiane.schnuer@th-koeln.de)

Gustav-Heinemann-Ufer 54

50968 Köln

Position-related questions to:

**Prof. Dr. René Wörzberger**

T: +49 221-8275-4324

E: [rene.woerzberger@th-koeln.de](mailto:rene.woerzberger@th-koeln.de)

### Professional, didactic and methodical profile:

You have completed a university degree and have proven your qualification for scientific work, as demonstrated by a doctoral degree preferably in the field of cyber security. You have proven proficiency in the application or development of scientific methods in practice, which was acquired during a minimum of five years of relevant professional employment including at least three years of employment outside the university.

### Professional competencies

You have been working intensively on cyber security in theory and practice for several years. Your experience in theory and practice particularly covers the field of cyber security in networks and distributed system and/or the field of software and hardware security engineering.

### Research competencies

You have a strong research interest, which is substantiated by scientifically recognized publications in the field of cyber security and ideally by an existing research network. You are able to successfully acquire third-party funding from national and international public and private sponsors. Ideally, you have experience in leading projects, in collaborative research as well as in interdisciplinary research cooperations. You are willing to contribute to research areas of the university, which deal with, e. g., heterogeneous data networks, smart network infrastructures and data-driven mobility.

### International competences

You should have competencies for international cooperation and can prove this through stays abroad or international contacts and cooperations as well as publications. Fluency in English is expected, as well as the willingness and competence to hold lectures in English. Non-native speakers must have certified German language skills of at least level B1 in the “Gemeinsamer Europäischer Referenzrahmen für Sprachen (GER)” at the interview and GER B2 on the first day on the job. In addition, at the end of the probation period of one year, you have certified proficiency on level GER C1.

### **Didactic competences/communication skills**

The professorship makes an important contribution to computer science education with courses in basic subjects on cyber security, fundamentals of algorithms and data structures, as well as advanced courses on special topics in cyber security. Your didactic competences are therefore highly important. Ideally, you already have teaching experience and can provide evidence of this, for example through documented evaluations of teaching. You have competencies in the area of project-based teaching and know how to integrate research with teaching and understand didactic mechanisms in the interaction of learners and teachers.

Many cyber security issues are of societal or practical relevance. Thus, you are able to use your intercultural and language skills to communicate these appropriately and convincingly in public.

### **Management competencies**

You know how to systematically plan your teaching and research with constraints on time and resources. You set priorities and show ways to accomplish goals. You define achievable objectives and take on personnel responsibility. Furthermore, you think outside boundaries of disciplines and departments, e. g., when participating in expert panels. You can utilize university resources efficiently.

### **Social skills**

You are able to approach people and to work in teams with members of multiple disciplines. This includes communication and cooperation with internal and external institutions as well as active collaboration and integration in working groups. You adapt quickly to new tasks and evolve new ideas. You have a confident manner, well-mediated arguments and clear points of view. You meet deadlines and time limits. You are collegial, able to deal with conflicts, act with integrity, and are capable for critical self-reflection.

With the advertisement of this position and the publication of the requirement profile, the TH Köln specifies which competencies must exist to successfully fulfill the tasks of the professorship at the TH Köln. Depending on the focus of the professorship these competencies are weighted and checked in the selection procedure. The pre-selection is based on the written application documents. The necessary competencies of the shortlisted candidates will be determined in a lecture, a scientific presentation and a structured interview. The personal introduction is completed by an interview with a personnel psychologist. In case you are shortlisted and invited to a personal interview, you will be asked to submit a written teaching and research concept in advance. You will receive more detailed information with the invitation to the lecture, the scientific presentation and the structured interview.

## **Additional information**

### **Place of residence**

You are expected to move/relocate to the city of Cologne or its greater area.

### **Remuneration**

Professors are remunerated in accordance with the W2 remuneration scheme ([www.lbv.nrw.de](http://www.lbv.nrw.de): the remuneration scale for North Rhine-Westphalia as well as information on the family supplement are available on the website of the North Rhine-Westphalia State Office for Salaries and Pensions – LBV NRW – at). In addition to the family supplement, the remuneration provisions make allowance for other benefits (performance-related benefits), in particular benefits related to the appointment as well as benefits granted on the grounds of extraordinary contributions or for securing third-party funding for research purposes. The Provisions on Performance-related Benefits at Universities in North Rhine-Westphalia are in accordance with the law (Hochschul-Leistungsbezügeverordnung – HLeistBVO) of December 17, 2004. Additionally, Cologne University of Applied Sciences has introduced individual regulations in its guidelines on W2-remuneration. Detailed information on the W2-remuneration bracket is available here: [th-koeln.de/be-soldung](http://th-koeln.de/be-soldung)

Questions on the recruitment process to:

**Christiane Schnuer**

T: + 49 221-8275- 3508

E: [christiane.schnuer@th-koeln.de](mailto:christiane.schnuer@th-koeln.de)

Gustav-Heinemann-Ufer 54

50968 Köln

Position-related questions to:

**Prof. Dr. René Wörzberger**

T: +49 221-8275-4324

E: [rene.woerzberger@th-koeln.de](mailto:rene.woerzberger@th-koeln.de)

### Employment as a civil servant or as a non-civil servant

Professors may only be employed as tenured German civil servants if they hold a full-time position and comply with all legal provisions (e. g. being younger than 50 years). The possibility of becoming a tenured German civil servant is always determined on an individual basis, and candidates should therefore contact the Head of Division for lecturers and assistants in the human resources department (Ms. Sigrun Weber / Phone: +49 221-8275-3120 / Email: [sigrun.weber@th-koeln.de](mailto:sigrun.weber@th-koeln.de)). When employed under non-civil-servant conditions, professors will be remunerated in accordance with W2 gross remuneration. In contrast to tenured civil servant contracts, professors employed under such provisions are required to pay social security contributions.

### Additional employment

Full-time professorship: additional employment of up to eight hours per week may be authorized in compliance with the legal regulations for North Rhine-Westphalia (thus permitting work in positions of practical relevance). If you work on a freelance basis with your own office, then this is subject to specific conditions as laid down in the legal stipulations on additional employment for university personnel.

Part-time professorship (less than 50 %): If your work as a professor is less than 50 % then the legal stipulations on additional employment are not applicable.

### Application information

Please apply via our application management system. Go back to the [job advertisement](#) and click here:



**Apply here**

Here we ask you for the personal data relevant for the processing of the application and to upload the following documents (maximum fill size 10 MB per file):

- cover letter
  - photo (optional)
  - curriculum vitae including list of publication and overview of the courses held (here or at the other documents)
  - certificates (max. 5 files)
    - University certificates
    - job references or activity reports
    - certified translations in German or English for foreign certificates
  - other documents
    - such as a list of publications
    - such as an overview of the courses held (evaluation)
    - if necessary: professor's assessment (see page 1: The general legal requirements)
- In the application form you can select the option to submit the required professor's assessment within two weeks after the end of the application period.

Questions on the recruitment process to:

**Christiane Schnuer**

T: + 49 221-8275- 3508

E: [christiane.schnuer@th-koeln.de](mailto:christiane.schnuer@th-koeln.de)

Gustav-Heinemann-Ufer 54

50968 Köln

Position-related questions to:

**Prof. Dr. René Wörzberger**

T: +49 221-8275-4324

E: [rene.woerzberger@th-koeln.de](mailto:rene.woerzberger@th-koeln.de)