



Brandenburgische
Technische Universität
Cottbus - Senftenberg

Gemeinsam Zukunft gestalten

Brandenburg University of Technology Cottbus-Senftenberg (BTU) bundles top-level research and transfer at an international level, thereby creating an interdisciplinary innovation network and an excellent science and technology location. Together with its renowned partners, the BTU forms the Lausitz Science Network - an alliance of research institutions that together want to further develop the strengths of the science location Cottbus-Senftenberg and increase its visibility. Through innovative research and new teaching and learning formats, the BTU is shaping the future: with scientific findings and practice-relevant solutions, it is helping to shape the major issues of the future and transformation processes. In four profile lines: "Energy Transition and Decarbonisation", "Health and Life Sciences", "Global Change and Transformation Processes" and "Artificial Intelligence and Sensor Technology" – it combines its strengths in teaching and research across institutes and faculties.

At its locations in Cottbus and Senftenberg, the BTU guarantees its students a challenging education, individual support and the opportunity to learn from and with each other with curiosity and openness. The BTU stands for an inspiring atmosphere of learning and research in a dialogical, democratic cooperation of all: The diversity of our faculty and students enables innovation and progress.

The **Faculty of Business, Law and Social Science** invites applications for a

PROFESSORSHIP (W3) General Business Administration, especially Human Resource Management and Organizational Behavior

to be filled on October 1, 2026.

Tasks

The professorship is a core position within the Institute of Business and Economics at the Faculty of Business, Law, and Social Sciences. It is responsible for the subjects of Human Resource Management, Organizational Theory, and Leadership in the faculty's degree programs. Within these fields, Human Resource Management and Leadership constitute a primary focus. Ethics may serve as an additional focus.

In research, the professorship addresses current topics in the field of human resources as well as at the intersections of organizational and management research, with particular emphasis on organizational change processes. The position is expected to engage with contemporary topics in transformation such as digitalization, global and regional structural change, new organizational forms of work, and broader societal transformation processes, along with their implications for organizations, firms, and the people working within them.



Die BTU trägt das Gütesiegel des Deutschen Hochschulverbandes (DHV). Sie wird damit für ihre fairen und transparenten Verhandlungen zur Berufung von neuen Professorinnen und Professoren ausgezeichnet.

Against this backdrop, research topics also include New Work, human–machine interaction, and modern human resource management, including questions concerning employee well-being. With these research foci and fields of application, the professorship makes a significant contribution to structural transformation in the Lusatia region.

We are seeking:

a nationally and internationally recognized scholar with expertise in the fields of human resource, organizational, and management research—demonstrated through high-ranking international publications in these areas and experience in either quantitative or qualitative business or organizational research. The professorship is expected to represent these fields in research and teaching within the faculty's programs as well as in other degree programs at BTU. Teaching responsibilities include courses at both the bachelor's and master's level in German and English. Sufficient proficiency in German is required to ensure participation in the management of the institute and the faculty, active engagement in university and external committees, and teaching in the bachelor's programs in German.

Profile

As a future professor, you can demonstrate, in accordance with § 43 (1) No. 1–4a of the Brandenburg Higher Education Act (BbgHG), the following qualifications:

- ✓ a relevant completed university degree,
- ✓ pedagogical qualification (evidenced by evaluations, certificates of participation in didactic training, or similar),
- ✓ proven ability to conduct scientific work, generally demonstrated by the quality of a completed doctoral degree, and
- ✓ a habilitation or additional scientific achievements as an equivalent.

In addition, you possess experience in acquiring third-party funding as well as in conducting third-party funded projects, with experience in DFG or EU projects being particularly desirable.

Your university teaching experience enables you to provide excellent teaching in the subject area to be filled. You are able to teach at all curricular levels from bachelor's to doctoral studies, supervise final theses, and support early-career researchers. Your knowledge and experience also enable you to contribute to academic self-administration and to the further development of the faculty's profile.

We offer

- fair and transparent appointment negotiations,
- attractive working conditions in a city with high quality of life and in relative proximity to Berlin, Dresden, and Leipzig,
- a dynamically developing research environment,
- support with relocation to the vicinity of your place of employment,
- comprehensive counseling through our Dual Career Service and in matters of family support, and
- an attractive salary with a negotiable performance-related component.

Further duties arise from § 44 BbgHG in conjunction with § 3 BbgHG.

The hiring requirements and conditions are governed by §§ 43 paras. 1–4a and 45 BbgHG.

BTU is committed to equal opportunities and diversity. The university seeks a balanced gender ratio across all employee groups and, in cases of equal qualification, gives preference to persons with severe disabilities or those with equivalent status.

Information on appointment procedures, including the legal framework, as well as the status of ongoing appointment processes can be found at: <https://www.b-tu.de/en/universitaet/karriere-engagement/career/professional-appointment-management>

Please submit your application, including proof of qualifications, a tabular curriculum vitae, a list of publications identifying your five most important works, documentation of teaching aptitude, and research and teaching statements for the advertised professorship, by e-mail in a single PDF file (max. 7 MB) mentioning the Reference-No: 150/25 until 03.12.2025 to:

E-Mail: fakultaet5+bewerbungen@b-tu.de

Dean of the Faculty of Business, Law, and Social Sciences

Postal Address: BTU Cottbus-Senftenberg, Postfach 101344, 03013 Cottbus

When sending your application via unencrypted e-mail, please be aware of the risks concerning the confidentiality and integrity of your application materials. Please also consult the data protection notices on the BTU Cottbus–Senftenberg website.

For further information, Prof. Dr. David Müller will be pleased to assist you (Tel.: +49 (0)355 / 692949, e-mail: david.mueller@b-tu.de)

www.b-tu.de/stellenangebote