APPOINTMENT DETAILS
TENURE TRACK ASSISTANT PROFESSOR IN SUSTAINABILITY ASSESSMENT OF FOOD AND AGRICULTURE SYSTEMS
INFORMATION FOR CANDIDATES
A JOINT APPOINTMENT PROFESSORSHIP OF TUM SCHOOL OF MANAGEMENT AND TUM SCHOOL OF LIFE SCIENCES
CONTENTS

Deans’ welcome .................................................................................................................................4
Technical University of Munich ...........................................................................................................5
TUM School of Management .............................................................................................................6
TUM School of Life Sciences .............................................................................................................7
Multiple locations, more possibilities .................................................................................................8
Research TUM School of Management ..........................................................................................9
Research TUM School of Life Sciences ...........................................................................................10
Teaching ...........................................................................................................................................11
Application details ............................................................................................................................12
How to apply ....................................................................................................................................13
Professorship at TUM .......................................................................................................................14
Further information and website addresses .....................................................................................15
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 sustainable food and agriculture systems.

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
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.

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.

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. Seventeen Nobel Prize winners and inventors such as Rudolf Diesel, Carl von Linde and Rudolf Mößbauer have all done research here.

The Technical University of Munich (TUM) is one of Europe’s leading universities, with more than 600 professors, over 11,000 academic and non-academic staff, and 48,000 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.

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

<table>
<thead>
<tr>
<th>TUM SCHOOLS AND DEPARTMENTS</th>
<th>11</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROFESSORS</td>
<td>600</td>
</tr>
<tr>
<td>STAFF MEMBERS</td>
<td>11,000</td>
</tr>
<tr>
<td>STUDENTS</td>
<td>48,000</td>
</tr>
</tbody>
</table>
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.
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. For us, “One Health” is the mission to improve global health on our planet. Climate change, population growth and dwindling resources as well as the related challenge of food security require real innovations. Only if the interactions between humans, animals, plants, microorganisms, soil and the environment function properly will the world as a whole remain healthy and fit for the future.

In the spirit of this One Health idea, the TUM School of Life Sciences uniquely combines the key competencies necessary for research into the fundamentals of our life: from molecules to cellular systems to plant and animal organisms, from soil to ecosystems, from food to nutritional medicine, from biogenic raw materials to biotechnology, using the advantages of artificial intelligence.

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 70 professors and nearly 1900 staff members in total, collaborating with renowned universities around the world. In 2021, twelve TUM researchers were among the most frequently cited worldwide - eight of them are conducting research at the TUM School of Life Sciences.
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.

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.

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.
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 (CERS), 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.
Scientists from various disciplines are collaborating at the TUM School of Life Sciences. Their interdisciplinary research includes topics from the fields of living environments, agriculture and forestry, food and nutrition as well as molecular health. This research generates a wealth of knowledge for creating the best possible living and development conditions on earth.

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.

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, 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 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 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**
  - Bachelor in Management and Technology (B.Sc.)
  - Master in Management and Technology (M.Sc.)
  - Master in Consumer Sciences (M.Sc.)
  - Master in Finance and Information Management (M.Sc.)
  - Master in Sustainable Management and Technology (M.Sc.)
  - Master in Management Innovation (M.Sc.)

- **Heilbronn**
  - Bachelor in Management and Technology (B.Sc.)
  - Master in Management (M.Sc.)
  - Master Brewer (*Diplombraumeister*) / Brewing

- **Straubing**
  - Bachelor in Sustainable Management and Technology (B.Sc.)
  - Master in Sustainable Management and Technology (M.Sc.)

**Graduate program**

- **Munich**
  - Master in Management and Technology (M.Sc.)
  - Master in Consumer Sciences (M.Sc.)
  - Master in Finance and Information Management (M.Sc.)
  - Master in Sustainable Management and Technology (M.Sc.)

- **Heilbronn**
  - Master in Management (M.Sc.)
  - Master in Agricultural Biosciences (M.Sc.)
  - Master in Agrosystem Sciences (M.Sc.)
  - Master in Brewing and Beverage Technology (M.Sc.)
  - Master in Food Chemistry (M.Sc.)
  - Master in Food Technology and Biotechnology (M.Sc.)
  - Master in Nutrition and Biomedicine (M.Sc.)
  - Master in Pharmaceutical Bioprocess Engineering (M.Sc.)

- **Straubing**
  - Master in Sustainable Resource Management (M.Sc.)

**Young professional program**

- **Heilbronn**
  - Master in Management and Innovation (M.Sc.)

- **Munich & HEC Paris**
  - Master in Management and Innovation (M.Sc.)

**Executive MBA programs**

- **Munich**
  - Executive MBA

- **Munich & St. Galen**
  - Executive MBA in Innovation and Business Creation

**Doctoral program**

- **Potsdam**
  - Ph.D.

---

* Part-time Study
SCIENTIFIC ENVIRONMENT
The professorship will be assigned to the TUM School of Management and will be a joint appointment with the TUM School of Life Science. The professorship will be situated in the scientific environment of the Center of Life Sciences Management & Policy, which is based on the Campus Weihenstephan.

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 Sustainable Food Systems Analysis with a focus on Life Cycle Assessment and Material Flow Analysis. 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.

APPLICATION DETAILS
THE TUM INVITES APPLICATIONS FOR THE POSITION OF TENURE TRACK ASSISTANT PROFESSOR IN “SUSTAINABILITY ASSESSMENT OF FOOD AND AGRICULTURE SYSTEMS”

APPLICATION:
Please submit your application no later than January 9, 2022 to the Dean of the TUM School of Management, Prof. Dr. Guenther Friedl, via our online application tool.

QUESTIONS:
For questions, please contact the head of the search committee, Prof. Dr. Magnus Fröhling

APPLICATION:
Alternatively you may email your application to faculty.applications@mgt.tum.de

TUM is an equal opportunity employer and explicitly encourages applications from women. The position is suitable for disabled persons. Disabled candidates with essentially the same qualifications and scientific performance as other candidates will be given preference.

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. Here you will also find TUM’s information on collecting and processing personal data as part of the application process.
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.

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.

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.
WANT TO FIND OUT MORE?

Click on the icons and find us on social media:

Facebook, Twitter, LinkedIn, YouTube