

General Information for Applicants

Professorships and Junior Professorships

Freie Universität Berlin is a public university with approximately 36,000 undergraduate and graduate students as well as 490 professors or junior professors. The university comprises 11 academic departments structured into more than 70 institutes, four central institutes, and the *Charité* medical center, which was created in a 2003 merger of the medical schools of Humboldt Universität and Freie Universität Berlin. In both 2007 and 2012, Freie Universität Berlin was appraised as one of the nation's leading institutions of higher education in a high-profile government initiative to promote excellence in teaching and research.

Professors at public universities in Germany are appointed as civil servants or salaried employees. There are three professorial ranks with corresponding salary grades. The level of appointment is primarily defined by each position's profile. Professors' salaries are governed by a legal framework of federal and state remuneration acts. All three salary groups have fixed **basic salaries**. In Berlin, these are currently (August, 2016) as follows:

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| • Salary Group W 1 (junior professors) | EUR 4,000.32* |
| • Salary Group W 2 | EUR 5,288.67 |
| • Salary Group W 3 | EUR 6,064.79 |

Basic salaries in the W 2 and W 3 groups **must not be confused with professors' starting salaries**. The starting salary is composed of the **basic salary plus a performance-based bonus** (which is individually negotiated between the candidate and the university) and, if applicable, a **family allowance**. Performance-based bonuses are determined in the course of appointment-related negotiations and may be granted for extraordinary achievements in teaching, research, the acquisition of third-party funds or other areas. During employment, bonus pay for W 2 and W 3-level positions may be re-negotiated when a professor is offered a post at a different institution of higher education.

Junior professorships are positions with limited tenure. Employment is segmented into a maximum of two periods of three years duration. Each junior professor's performance is evaluated towards the end of her or his first term. Provided that this evaluation yields positive results, employment is extended by three more years.

*Junior professors who are in their first term of office additionally receive a non-pensionable monthly bonus of EUR 200.00 which is increased to EUR 460.00 when starting the second term.

In accordance with the Berlin Higher Education Act (*Berliner Hochschulgesetz, BerlHG*), junior professors and professors at public universities in Berlin are appointed by the Governing Mayor of Berlin. For each professorial post, a search committee is installed by the respective academic department. Its members conduct a thorough review of applications and applicants' résumés. In most cases, promising candidates are invited to present in person their concepts for research and teaching and to be interviewed by the committee members. Taking into account all available information, including at least two opinions by external reviewers, they vote on the eligibility of nominees and rank them according to their qualification. That list is then submitted to the Governing Mayor, who picks the most suitable applicant and offers her or him the appointment (cf. article 101, *BerlHG*).

Freie Universität Berlin is an equal opportunity employer.