



MANAGEMENT PROGRAMME »TOWARDS A PROFESSORSHIP«

Since 2009, Heidelberg University has offered the management programme »Towards a Professorship«, which was developed in the context of the Excellence Initiative of the federal and state governments. The goal is to support young researchers with doctorates in their personal career development and to prepare them for leadership in academia in the best possible way.

GOALS

The management programme »Towards a Professorship« prepares young researchers with doctorates for responsibility in leadership and management at the university, supports them in their personal career planning and enables them to develop an interdisciplinary network.

TARGET GROUP

Eligible are postdocs, habilitation candidates, junior research group leaders, junior professors and tenure track professors from all Heidelberg University faculties.

REQUIREMENTS FOR PARTICIPATION

- At least two years work as a postdoc
- Outstanding academic achievements
- A recommendation from the executive director of the institute
- An employment contract with the university or the university hospital

APPLICATION PROCEDURE

The call for applications takes place annually at the end of September.

PROCEDURE

- The management programme »Towards a Professorship« is divided into three seminar modules lasting 2 to 3 days each.
- In addition, individual coaching and collegiate counselling are available as supplementary options.

DATES AND CONTENT OF THE SEMINAR MODULES

Annually
in February
Module 1:
**Conducting
discussions and
understanding
conflicts**

Annually
in May/June
Module 2:
**Leadership skills
and the basics of
employment law**

Annually
in July/August
Module 3:
**Formal procedures
for appointment to
a professorship**

In addition there are fireside chats with professors from Heidelberg University on questions related to career planning and requirements for obtaining a professorship.

