



The German Sport University Cologne (GSU) as university in the German Federal State of Northrhine Westphalia is - with its 6.000 students - unique in Germany in its research spectrum and internationally listed as one of the most renowned universities in the domain of sports.

The GSU wants to build up and implement a systematic qualification and counseling offer for Post Docs to particularly support young academics. Here, especially aspects of equal treatment and family management are to be respected. In this context, the office of the Vice-President of Research, Scientific Staff and Young Academics offers the part-time position (19 hrs and 55 min.) of a

### **Referent for young academics (Post Docs)**

with standard weekly hours of 19 hrs and 55 minutes (50% position as a postdoctoral research fellow) as a fixed-term employee for three years with a teaching load of 2 hrs/week (according to the German system: 2 SWS/F 1, NRW Lehrverpflichtungsordnung).

The Referent will design the content of the existing concept for post doc qualification at GSU further and develop and implement practical measures to structurize the post doc phase and the multidisciplinary qualification and (career-)counseling of post docs. Particular attention is to be paid to the qualification of female young academics and the management of academic career and family. The Referent will strongly cooperate with the department of Research, Scientific Staff and Young Academics and the GSU Human Resources department supported by a student research assistant.

#### **Your tasks**

- Develop and elaborate the concept for post doc qualification academically in cooperation with the relevant committees and staff.
- Implementation of the issues equal treatment and management of academic career and family in the post doc concept and in the resulting qualification and counseling offers on the basis of academic studies and policy on higher education in cooperation with the GSU equal opportunity commissioner
- Implementation of the post doc qualification concept by
  - Installing and developing cooperations with internal and external commissions, e.g. human resources development of GSU and other universities
  - Installing a pool of mentoring consultants and of courses for multidisciplinary qualification
  - Supporting the consultants and the courses
  - Evaluating the concept by conducting post doc surveys on target group specific development and adaptation of the measures
- Teaching in the multidisciplinary courses for post doc qualification
- Participating in the conception, implementation and further development of the HRS4R-Strategy in the frame of the European Charta for researchers and the code of conduct for hiring researchers (EU Charta & Code)
- Developing, compiling and distributing information on post doc and career issues

#### **Requested**

- Completed university education (Diploma or Master's degree) and doctorate.
- Experience in academic work (own research projects, third-party funds, publications)
- Very good knowledge of university structures and – culture and the requirements of an academic career, particularly the post doc phase
- Proved knowledge and experience in at least one of the following areas: Human Resources development; researcher counseling; equal treatment, management of family and academic career
- Very good communication and organization skills
- Structured and responsible manner of working and strong ability to work in a team.
- Fluent in spoken and written German and English

**We offer you** a multilateral field of work in an open work atmosphere with professional working teams and possibilities for further education on a regular basis. Moreover we have a broad range of company-facilitated sports activities and offer flexible work time supporting you in work-life balance. We also offer an additional internal pension scheme through „Versorgungsanstalt des Bundes und der Länder (VBL)“.



Dependent on qualification, the salary will be up to 13 TV-L German wage classification. For more information on German wage classification see [hier](#).

The German Sport University Cologne aspires to increase its share of women and especially invites female researchers to apply for this position. In case of equal qualification, women will receive priority consideration, unless there is no good reason for giving priority consideration to a competitor (measure according to Landesgleichstellungsgesetz).

In case of equal qualification, handicapped persons will receive priority consideration in the frame of legal provisions.

Please send your written application indicating number **2114-WMA-STAPS** until **27.04.2021** as **one pdf-package** by e-mail only to [bewerbung@dshs-koeln.de](mailto:bewerbung@dshs-koeln.de).

This position can also be connected with the simultaneously advertised position of Research Referent Life Sciences.

For preliminary inquiries concerning qualification, please address to Univ.-Prof. Dr. Hedda Lausberg, tel. 0221-4982-4711. For any legal and procedural questions, please address to Ms. Weyer, tel. 0221 4982-2050.

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