

## Who we are

The German Association of University Professors and Lecturers (DHV) is the professional organisation representing academics in Germany. With more than 33,900 members - from postdocs to retired professors - we have been representing higher education policy, legal and economic interests vis-à-vis the state and society for over 75 years.

## What we do

### Legal Advice

We support you with all matters related to your work in research, teaching and academic self-administration at

- **Higher education law**, e.g. in appointment procedures as an applicant or as a member of an appointment committee
- **Civil service law**, e.g. on salaries and pensions as a professor or the possibility of taking on part-time work
- **Employment law**, e.g. the Law on fixed-term contracts in academia (in German: Wissenschaftszeitvertragsgesetz) or collective bargaining provisions

### Career Advice

Are you about to take the next step in your academic career?

In our career counselling service, we work with you to develop individually tailored strategies in all phases of the application and appointment process and provide tactical recommendations for specific negotiation situations with the university.

### Coaching for Professorships

- Career planning
- Assessment of application documents
- Application training for hearings & assessment center preparation
- Intensive coaching for appointment and retention negotiations
- The first 100 days - coaching for newly appointed professors

### Further coaching options

- Coaching and mentoring specifically for university medicine
- Coaching for management positions
- Presentation coaching for research groups

### Academic Job Posting Service

- Current and bundled weekly job advertisements for professorships, sent directly to your e-mail inbox
- Personal search profiles and selection of suitable disciplines

## Seminars & training courses (dhvseminare.de)

In over 250 training courses per year, which are specially tailored to the requirements of academics, the DHV imparts practice-orientated knowledge and concrete solution concepts for everyday working life in academia. Most seminars are in German, but we also offer a few selected ones in English.

- Early careers
- Applying for a professorship
- Appointment negotiations & salary
- Professors in office
- Self-organisation & leadership
- External funding & research funding
- University management
- Teaching – communicating – publishing
- Artificial intelligence

## Information from science for science

- Insights into everything that drives research and teaching
  - in the magazine 'Forschung & Lehre' (print and e-paper in German)
  - and on forschung-und-lehre.de
- News from higher education policy and higher education law as well as career topics in the DHV newsletter and in the career newsletter PLUS in German
- Online info center with overviews of W salaries, higher education acts and fact sheets in German

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## Guidance - we can help you with these questions, for example

- ▶ 'What career paths are open to me as a postdoc?'
- ▶ 'What impact does the WissZeitVG have on my employment contract?'
- ▶ 'How can I craft a compelling application for a professorship?'
- ▶ 'What salary can I expect in appointment negotiations?'
- ▶ 'What rights and duties do I have as a professor?'
- ▶ 'Which secondary employment requires authorisation?'
- ▶ 'How do I protect myself legally if I acquire third-party funding?'

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## Who can become a DHV member

All **university teachers** (professors, Privatdozentinnen and Privatdozenten, people with a Habilitation), **junior professors**, **junior research group leaders**, **habilitation candidates** and **postdoctoral researchers** can become members of the DHV. It does not matter whether researchers are working **abroad or in Germany**. If you do not yet fulfil all the requirements for membership, you will receive the equivalent services as part of a service contract.

All individual services can be provided in German or English.

## Contact

Deutscher Hochschulverband (DHV) · German Association of University Professors and Lecturers ·

Bonn · dhv@hochschulverband.de · www.hochschulverband.de/en ·  · 