Technology
Arts Sciences
TH Köln

Call for applications for professors in STEM Match

1. What is it about?

STEM Match – Shaping female futures in science is part of the Female Professors Program 2030, a joint initiative of the German federal and state governments at TH Köln. The resulting STEM Match funding brings together female Bachelor's students and professors in STEM subjects as tandems: the student gains early hands-on experience in academia as a student research assistant, while the professor provides personal, subject-specific mentorship. The goal is to increase the proportion of women and gender-diverse individuals (women*) at the qualification levels leading to a professorship, as women* remain significantly underrepresented in STEM fields.

2. What is my role in the tandem?

Together with a female Bachelor's student, you form a STEM Match. You take on the subject-specific mentorship, define a concrete task description, and accompany the student for ten months on her path into academic culture. In return, you gain a committed student research assistant for your faculty or institute and make a valuable contribution to advancing women* in STEM academic careers.

3. Wer kann teilnehmen?

Female professors from faculties 06 to 12 at TH Köln are eligible to participate. Please disclose, as part of your application all internal funding you have already received at TH Köln (e.g., PLan_CV).

4. What is being funded?

Your faculty, institute, or you personally receive financial support for employing the student research assistant, amounting to 7 hours per week for a duration of 10 months (contract period April 2027 to February 2028). Shortening the contract period is only possible in justified exceptional cases and after consultation with the project management, as this may reduce the effectiveness of the funding. Postponing or extending the funding period is not possible. Working materials must be provided independently by the faculty or institute; funding through the project for this purpose is excluded.

5. What is expexted of me?

You sign a declaration of commitment (PDF download here), in which you commit to supporting the student both professionally and personally throughout the entire funding period — including through integration into your team, regular feedback conversations (at least two over the course of the funding period), and jointly reflecting on her professional development. Together with the student, you take part in the kickoff event on April 23, 2027, from 2:00 to 4:00 PM, held on-site in Cologne, as well as in an online check-in after approximately five months. At the end of the funding period, you write an experience report, which additionally includes an assessment of the student's academic potential and the prospects for possible continued employment. You also agree to take part in anonymized surveys for the purpose of evaluating the project, including beyond the funding period.

6. How do I apply?

Applications are submitted jointly with the student no later than February 12, 2027. Please submit the following documents as a single combined PDF (without application photos) via email to marie.neher@th-koeln.de ein:

- Your motivation letter (max. 1 page), addressing the objectives of the program,
- a brief, concrete task description for the student,
- the signed declaration of commitment (see PDF template),

- your disclosure of any internal funding already received at TH Köln,
- an informal declaration of consent to participate in the anonymized surveys.

7. Selection and contact

As funding is limited, applications are selected on a criteria basis from the tandem applications received — including the appropriateness of the task description, evident proximity to research, and the plausibility of good academic supervision. There is no legal entitlement to funding; if unsuccessful, you are welcome to reapply in the next cycle. If you have any questions, please contact marie.neher@th-koeln.de.