

Recruitment requirements for professors in compliance with section 36 of the North Rhine-Westphalia Higher Education Act (*Hochschulgesetz – HG*)

(as stated in the amended version of September 16, 2014 (*Hochschulzukunftsgesetz*))

(1) In addition to the general legal requirements, the following recruitment requirements for university lecturers apply:

1. University degree
2. Teaching aptitude to be attested to by previous qualifications or, in exceptional cases, to be determined during the recruitment process; section 123 (3) of the North Rhine-Westphalia Civil Servants Act remains unaffected
3. Particular proficiency in scientific work, generally attested to by the quality of a doctoral degree
4. Additional academic merits are required for professors at traditional universities, to be evaluated exclusively and comprehensively during the appointment process; candidates are to have gained these merits during a junior professorship, a habilitation, a position as research assistant at a university or non-academic research institution, or as part of a scientific position in the industry, in public administration or a different area of society in Germany or abroad; half sentence 2 applies to first-time professorship appointments only.
5. Additional merits in the application or development of scientific results and methods apply to professors at universities of applied sciences; candidates are to have gained these merits during five years of professional employment – at least three of which outside of a university – in a field complying with their subjects; these requirements may be substituted with additional academic merits as stated in no. 4 if the nature of the subject and the prerequisites of the position warrant such an exceptional substitution.
6. Recognition as *Gebietsärztin/Gebietsarzt* (specialized medical practitioner) or *Gebietszahnärztin/Gebietszahnarzt* (specialized dentist) for professors entrusted with medical or dental duties provided that legal provisions allow for further training in the respective specialization; junior professors are to attest to the qualifications stated in half sentence 1.

- (2) Deviating from section 1 (3-5), a candidate may be employed as professor in art subjects if she/he can attest to a special artistic aptitude as well as additional artistic merits. These additional artistic merits can usually be attested to by exceptional accomplishments throughout art-related practice of five years duration, at least three of which outside of a university.

- (3) Deviating from section 1 (1; 3-5), a candidate may also be hired if she/he can attest to extraordinary subject-related accomplishments in practice, provided that the nature of the subject and the prerequisites of the position warrant such a provision.

- (4) For applicants who were employed as professors at a university of applied sciences in North Rhine-Westphalia on April 1, 2000, the requirements stated in section 1 (3; 5 half sentence 1) are deemed fulfilled.