

Berliner Hochschulgesetz (BerlHG)

(Please note: The English text below is a translation of German law. In case of discrepancies the original German wording is legally binding and takes precedence.)

Article 100 “Employment requirements for professorships”

(1) In addition to general public sector employment law requirements, the minimum employment requirements for professors, with the exception of junior professors, are

1. a university degree,
2. teaching ability, usually acquired through experience in teaching or training,
3. a particular aptitude for academic work, usually demonstrated by an outstanding doctorate, or a particular aptitude for artistic work and
4. in addition, depending on the specific requirements of the position,
 - a) additional academic or artistic achievements or
 - b) special achievements in the application or development of academic knowledge and methods gained during at least five years of professional experience, of which at least three years must have been spent outside the university or other higher education institutions.

When filling vacancies at universities whose main focus is teaching, teaching ability carries particular weight; demonstration of several years of experience in teaching or extensive further pedagogical training (including didactics) will be taken into account.

(2) The additional academic achievements specified in paragraph 1, no. 4, letter a are usually gained as part of a junior professorship. Otherwise they may be gained by working as a research assistant at a university or other research institute or by holding an academic position in the private or public sector either at home or abroad. Item 1 applies only in the appointment of a first professorship. The additional academic achievements specified in paragraph 1, no. 4, letter a are not to be made subject to investigation, even if they were not gained as part of a junior professorship. The quality of the additional academic achievements required for the appointment of a professorship is assessed exclusively and extensively during tenure procedures.

(3) A position which involves educational science or subject-didactic duties in teacher training may only be given to applicants who submit proof of three years of teaching experience. Professors at universities and professors of vocational studies at other higher education institutions must meet the employment requirements specified in paragraph 1, no. 4, letter b; in duly justified exceptional cases applicants may be employed according to the conditions specified in paragraph 1, no. 4, letter a.

(4) Insofar as it corresponds to the nature of the discipline and the requirements of the position, notwithstanding paragraphs 1 to 3, an applicant can be appointed as professor if he or she demonstrates teaching ability and outstanding achievements related to a specific professional field.

(5) *n.a.*

(6) Until 31 December 2015, the additional academic achievements specified in paragraph 1, no. 4, letter a will usually be gained as part of a completed junior professorship or demonstrated by a *Habilitation* (postdoctoral lecturing qualification).