

Germany's top technical university — a global career destination

Discover TUM. The Entrepreneurial University.

The Technische Universität München (TUM) is one of Europe's leading universities of science and technology, engaged with society and open to the world. Consistently ranked by far number 1 among Germany's technical universities, TUM is taking action to become one of the world's most rewarding career destinations as well – for students, doctoral candidates, postdocs and faculty alike. As President, I want to extend my personal invitation: Find out more about Germany's "entrepreneurial university" in Munich, and consider the unique opportunities it offers.

Why Germany? Why not?

It's easy to say why Germany should be attractive to bright, talented people from all over the world. Our economy is strong and largely based on scientific discovery and technological innovation. Science is valued and broadly supported by our society. Students can get a world-class education here without taking on a crushing burden of debt. Researchers have access to funding sources that are well endowed and managed progressively, with a long-term perspective. The quality of life, by any measure, is excellent.

And yet we know there are barriers that can stand in the way. One of these, the perception that the German language is hard to learn, is understandable but out of date. We offer dozens of degree programs in English, more every year. This benefits not only international students but also young Germans competing in a global labor market where English is the *lingua franca*.

There is a more serious barrier, which mainly concerns those considering academic careers: the perception that the way German universities recruit and promote professors is not transparent, competitive, or fair. Here too, however, things are changing. We are leading the change.

Germany's first true tenure track, and more

TUM has introduced an end-to-end recruiting and career system that is consistent with best practices worldwide and remains – even as others begin to follow our lead – unique in Germany.

The difference can be seen particularly in terms of what TUM offers the world's most promising *young* researchers: real opportunities, based above all on performance, to achieve scientific independence and professional security. This system is flanked by policies and services that make it easier for international professors and their (often dual-career) families to make themselves at home in Munich – one of the world's best places to live and work, better still with a support network ready to welcome and assist newcomers.

The main thrust of this effort is the TUM Faculty Tenure Track System, launched in 2012 with a commitment to hire 100 new tenure track professors by 2020. With this TUM aims to force the transformation of the conventional German *appointment system*, a maze-like anachronism choked with obstacles, into an open, performance-oriented *career path*. This culture-changing enterprise is grounded in the recognition that the best young talents can only be recruited where they know they can advance within the system. Performance-based criteria – for the initial appointment of an *assistant professor* as well as for advancement to *associate professor* and *full professor* – are clearly defined and transparently implemented.

Our latest step in this direction offers the chance to win a joint appointment at TUM and one of the world's most prominent non-university research institutions, the Max Planck Society (MPG). A successful applicant to head a Max Planck or Minerva Research Group can simultaneously be appointed to a tenure track professorship at TUM. Thus together, MPG and TUM can offer a comprehensive package for promising young scientists – from first-class laboratory facilities to the right to confer doctorates and the option of further advancement as part of our faculty – that is (again) unique in Germany. MPG and TUM complement each other perfectly, offering both excellent working conditions and clear opportunities for career advancement right from the start.

TUM Faculty Tenure Track – together with initiatives such as senior-level professorships reserved for distinguished *women* in research, mechanisms to bring international scientists to Munich



Wolfgang A. Herrmann
PRESIDENT
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as postdocs or as visiting professors, and a suite of family-friendly support programs – should make TUM an increasingly attractive destination for top talent worldwide. This in turn will be a key to our university's continued scientific excellence and its effectiveness as a servant of society.

Make a difference in the world — your way

From students to senior researchers and industry partners, being part of TUM means having the chance and the means to make a difference in the world. Germany's technology-oriented universities have always had a core mission, dating back to the 1860s in our case, that is based on fundamental frontier research but strongly directed toward practical results. Basic insights spur innovations and new technologies enable discoveries, in an endlessly creative cycle.

Among the German technical universities, TUM commands the broadest portfolio of disciplines, covering natural and life sciences, engineering sciences, medicine, and economics. TUM fosters research and teaching at the highest level in all of these disciplines. We strongly promote interdisciplinary exploration, cultivate collaborations with industry and other partners, and actively prepare researchers for success in founding startup ventures.

In research, teaching, and partnerships as well as in public outreach and dialogue, today's TUM is oriented toward the major challenges facing society: energy, climate and environment, natural resources, health and nutrition, communication and information, mobility, and infrastructure. Addressing society's challenges requires interdisciplinary approaches that transcend boundaries of all kinds, now more than ever. That's the way we do it at today's TUM. If that works for you, think about joining us – take a closer look!

TUM. The Entrepreneurial University. Get to know us better at www.tum.de