



University Professor in Experimental Processes in Art (Design Departments)

Salary Scale: W3

The University of Art Braunschweig (HBK Braunschweig) is establishing a new institute specialising in design, and is looking to appoint a University Professor in Experimental Processes in Art (salary scale: W3) from 01.04.2027.

This is a permanent appointment. The successful applicant will be appointed as a civil servant in accordance with German civil service regulations, if applicable, or otherwise as an employee.

HBK Braunschweig is an internationally orientated university specialising in the arts that is entitled to award doctoral degrees and grant 'Habilitationen' (professorial qualifications). With around 1,000 students enrolled in the fields of Fine Arts, Art Education, Performing Arts, Design and Design Studies, Visual Communication, Art Studies and Media Studies, HBK Braunschweig is among the major universities of the arts in Germany.

HBK Braunschweig is embarking on a comprehensive restructure of its design departments. Alongside the establishment of a new faculty and the appointment of several new professors, the existing degree programmes in this area are undergoing redevelopment. This process is largely based on the profound change in the concept of design brought about by the impending ecological and social transformation.

Tasks and responsibilities

The professorship is dedicated to an experimental engagement with the intersections of visual communication, materiality, and interaction in art, promoting corresponding approaches to different materials and within design processes. The post-holder will encourage students to develop individual methods, tools and working practices and will support them in enhancing their perceptive skills through a critical questioning of form and content. Additionally, her*his teaching will develop students' abilities to analyse and interpret their findings and to explore the use of different media without preconceptions, including evaluating the significance of these discussions for their own practice. Possible fields of research and collaboration could be, for example, the psychology of perception, communication theory, optics, colour, rhetoric, image theory and the ethical aspects of design.

The professorship is of particular importance for the foundation courses in design, and the post-holder will also be responsible for coordinating the joint introductory phase of the planned new degree programmes. As such, she*he will work across the various disciplines within the new design faculty at HBK Braunschweig. Additionally, he*she will be expected to work closely with the theoretical departments within the university.

One key task for the professor will be the active involvement in the establishment and ongoing development of the new institute, including the development of its new degree programmes.

HBK Braunschweig is looking for a highly accomplished and established designer, whose artistic aptitude for creative design is demonstrated especially in a broad spectrum of process-oriented design approaches and a portfolio of additional artistic achievements.

The successful applicant is expected to demonstrate

- the willingness and competence to teach foundational, materials-based and process-oriented artistic working methods in digital and analogue design processes;
- the ability to analyse and reflect on the use of these working methods in terms of their content and the concepts that underpin them, and thus to incorporate them into teaching practices;
- a highly developed understanding of the interplay of these production-oriented, perception-oriented and reflection-oriented levels of design in teaching;
- the willingness to actively engage with the whole spectrum of academic self-governance (as a minimum prerequisite for this position);
- the willingness and the ability needed to support the restructuring process through active participation and ongoing development. The post-holder must therefore also demonstrate proactive communication skills and the competence to work with other institutes and departments across the university in order to promote an integrated approach to teaching and learning;
- fluency in written and spoken German to at least C1 level of the Common European Reference Framework. This is due to the unique organisational requirements that are connected with the development of the new degree programmes, in addition to the fact that teaching will be conducted in German. The ability to teach in English, however, is also highly desirable.

We are therefore particularly interested in candidates who can offer experience in developing new degree programmes and who have an interest in collaborative processes, as well as in the ongoing development of a team-oriented workplace through cross-disciplinary and collaborative teaching. As a requirement of the position, all candidates are expected to demonstrate social and leadership competencies as well as to promote equality and diversity, and to make a positive contribution to combating discrimination at the university, especially in the context of setting up and embedding the new institute at the university. The successful applicant should be part of a broad interdisciplinary network. They should be familiar with contemporary cultural discourses and be capable of integrating sociopolitical discourse into their teaching in a responsible, considered way. They should also demonstrate a clear interest in integrating the topic of sustainable development into their understanding and teaching of design.

Due to the special responsibility for the introductory phases of the degree programmes, as well as within the broader context of the prospective programme and institute development a strong and continuous presence on site is required.

Further requirements

- University degree in the field of design;
- Proven pedagogical-didactic aptitude, demonstrated through relevant teaching experience which includes the skills necessary to teach the foundations required for all the design degree programmes offered by HBK Braunschweig, and which empowers students in their own individual creative development.

The requirements of the position are defined under Section 25 of the Lower Saxony Higher Education Act (Niedersächsisches Hochschulgesetz, NHG).

We are pleased to announce that thanks to the success of our efforts in the area of equal opportunities, HBK Braunschweig fully meets the requirements of the Lower Saxony Equalities Act and the Lower Saxony Higher Education Act in ensuring women are equally represented on our staff. We welcome applications from all genders.

HBK Braunschweig cultivates a culture of diversity. We therefore particularly welcome applications from candidates who will increase the diversity of our staff and student body and/or who are actively working towards a culture of diversity.



Subject to the same provisions, preference will also be given to disabled candidates (please enclose evidence of the relevant disability with your application).

HBK Braunschweig is a member of the Dual Career Network (Southeast Lower Saxony) and offers support to candidates and their families in managing dual careers.

Due to the especial requirements of the restructuring process, this position is not suitable for part-time employment.

Please submit your application including a cover letter, a representative portfolio with samples of your work, an outline of your teaching approach (max. 3 pages), a list of publications and your previous teaching experience, a CV and degree certificates and transcripts in the form of a **single PDF file via email attachment** (maximum size 30 MB) to berufungen@hbk-bs.de by **08.03.2026**, stating "Application W3 Professor Experimental Processes in Art" in the subject line. Please note that applications submitted in other file formats will not be accepted.

Unfortunately, we are unable to reimburse any costs in relation to your application.

Personal data provided as part of your application will be processed by HBK Braunschweig on the basis of the following legislation: Section 88, Lower Saxony Civil Servant Act (NBG) (for German civil servants) or Section 12, Lower Saxony Data Protection Act in conjunction with Section 88 NBG (for employees who are not civil servants). Should your application be unsuccessful, all documents and data relating to your application and all personal data will be deleted six months after the recruitment and selection process is legally completed. Detailed information regarding data protection during the recruitment process can be found [here](#).

Enquiries in relation to the application process should be addressed to Ms Carina Haas at berufungen@hbk-bs.de or at +49 (0)531/391 9343.