

The University of Bonn is an international research university with a wide education and research profile. With a 200-year history, approximately 31,500 students, more than 6,000 staff, and an excellent reputation at home and abroad, the University of Bonn is one of the most important universities in Germany and is recognized as a University of Excellence.

The Department of Economics at the University of Bonn, Germany, invites applications for an

Assistant Professorship in Finance W1 with Tenure Track to W2

to be filled.

The position is full-time, with an anticipated start date no later than October 1, 2027.

Formal requirements are regulated by §36 Higher Education Act of North Rhine-Westphalia (Hochschulgesetz des Landes Nordrhein-Westfalen). The position is initially offered for a three-year period and, subject to a positive mid-term evaluation, extended by another three years. In the case of a positive final evaluation, the position will be made permanent as an Associate Professorship (W2).

The teaching load is 4 semester hours per week (SWS) during the first appointment period and 5 SWS during the second appointment period. This typically corresponds to one course per semester. All graduate-level teaching is conducted in English, while undergraduate teaching may be conducted in either English or German.

We welcome applications from candidates with a strong research profile and agenda in all areas of empirical or theoretical finance, especially entrepreneurial finance, household finance, macro-finance, labor and finance, or banking and financial intermediation.

The Department of Economics provides a stimulating research environment with excellent research funding and data access. The Finance group's research interests cover various fields in financial economics, from macro-finance, banking and financial intermediation, corporate finance, and green finance to household and behavioral finance. The group is strongly connected and collaborates with the applied micro group, the macro group, and the Cluster of Excellence ECONtribute.

The University of Bonn promotes an open, respectful, and non-discriminatory academic culture and is actively committed to equal opportunity and family friendliness. We aim to eliminate structural disadvantages and to strengthen diversity in research, teaching, and administration. Therefore, we welcome all applications, regardless of ethnic or social

background, gender, sexual orientation, religion or belief, disability, or age. Applications from women and people with a documented severe disability (or equivalent status) will be given preferential consideration in accordance with the Gender Equality Act of the state of North Rhine-Westphalia (Landesgleichstellungsgesetz NRW, LGG NRW) and Book IX of the Social Code (Sozialgesetzbuch IX, SGB IX).



Please submit your application, including a CV, a research statement, your job market paper, any additional working papers, and at least 3 recommendation letters via the online portal:

<https://econjjobmarket.org>

Applications received by **November 20, 2026** are guaranteed full consideration.

Please note that applications will be forwarded to the appointment portal of the University of Bonn for further processing.

The department's tenure-track criteria are available here:

<https://www.econ.uni-bonn.de/en/department/tenure-track-criteria>

For further information, please visit www.econ.uni-bonn.de or contact Prof. Sven Rady (rady@uni-bonn.de).

Tenure-Track criteria (<https://www.econ.uni-bonn.de/de/fachbereich/tenure-track-criteria> -23.09.2026)

Tenure-Track criteria

Preamble

Tenure decisions are, together with offers for tenured positions, the most important decisions the Department of Economics makes. Like offers for tenured positions, tenure decisions have an important and long-lasting impact on the development of the department and its academic standing. They must, therefore, be taken with special care.

Standards and Goals of Tenure Procedures

In accordance with the guidelines for faculty appointments of the University of Bonn, every new faculty appointment should improve the average academic quality of the department. Since tenure decisions are taken mainly with expected rather than demonstrated academic achievements in mind, this means that, in general, a successfully tenured person should be expected to become academically stronger than the current average faculty in the respective institute. This expectation should be based on the candidate's academic performance by the time the tenure decision is made as well as on the inside and outside assessments of his/her prospects of future performance

Tenure Evaluations

Tenure evaluations (mid-term and final) primarily consider the research contribution of the candidate as an indicator of his/her expected future academic performance. They are based on external and internal reviews of the candidate's academic performance and achievements. Mid-term evaluations are necessarily more forward-looking than final tenure decisions. Successful mid-term evaluations do not preclude unsuccessful final evaluations.

Tenure decisions are based on the quality of the written work, its reception in the international profession, and the expected quality of research to come in the future. The tenure-track committee should form a judgement of the quality of research by taking a comprehensive look at the actual work, independent of its publication or other indirect measures.

Financial considerations such as the availability of a regularly funded, tenured position in the department's personnel budget must not enter the considerations for tenure.

Considering these goals, the following describes an average successful candidate at the mid-term and final evaluation, respectively.

Mid-term evaluation:

- The proven ability to conduct independent high-quality research as evidenced by any of the following: publications in top field journals; articles submitted to such journals; working papers that have the potential to appear in a top field journal; ongoing research projects with a high potential for first-rate output.
- The proven ability and readiness to contribute to the development of the group he/she belongs to in terms of mentoring graduate students, an active role in the group's research seminars, and the participation in recruitment processes.
- The willingness to contribute to the department's academic self-governance and committee work, appropriate to the candidate's career stage.
- A proven record of good teaching performance as demonstrated by teaching evaluations.

Final evaluation:

- One article published in a top-5 general interest journal in economics (American Economic Review, Econometrica, Journal of Political Economy, Quarterly Journal of Economics, Review of Economic Studies), reflecting the candidate's quality of research and broader research agenda, and establishing the candidate as a leader in his or her field.
- Several published articles in top field journals and maybe further articles in lower ranked journals.
- A "pipeline" of unpublished working papers and a strong expectation that at least one of these papers will be published eventually in a top-5 general interest journal.
- The proven ability and readiness to contribute to research excellence in the department, for example through the participation in major grant applications (CRC, excellence cluster, etc.).
- The proven ability and readiness to contribute to the development of the group he/she belongs to in terms of mentoring graduate students, an active role in the group's research seminars, and the participation in recruitment processes.

- The willingness to contribute to the department's academic self-governance and committee work, appropriate to the candidate's career stage.
- A proven record of good teaching performance as demonstrated by teaching evaluations.

Final evaluations take into consideration the academic importance of a candidate's work in terms of originality, contribution to her or his field, and impact on the profession. They are not based on numerical publication scores. Specifically, a top-5 publication is neither a necessary nor a sufficient condition for tenure. In fact, a number of articles in top field journals can easily establish a candidate as a leader in a particular area. Conversely, even top- 5 papers may not be scientifically strong and judged as such by the committee and/or the external reviewers. Moreover, even if the paper is strong, it may not be attributed to the candidate but rather to a strong coauthor or her/his advisers.

When evaluating a candidate, the tenure-track committee should consider the time since PhD (and the length of the dissertation phase) and take into account publication lags that favor those who are out longer, but also special circumstances, especially childcare duties.

External Reviews

Tenure decisions are based on internal and external reviews as prescribed by the university's and the department's regulations for hiring and tenure decisions. External reviewers should be informed about the fact that the department does not count childcare leave against the tenure clock.

In the department's requests for external reviews, reviewers are asked the following questions:

- Where in Europe or in the US do you think this person would likely be granted tenure? Where do you think would this person be unlikely to be granted tenure?
How
do you compare this person to the current faculty in Bonn in his/her field at a similar stage of their career? To facilitate an answer to these questions, a list of recently tenured professors (in Europe but also globally) could be given to the reviewers.
- Does the research pipeline and agenda of this person contain papers that have the potential to be published in top journals? Which one(s)?

- Is this person internationally recognized for his/her work, e.g., is there research that has built on the candidate's work? Where and how much is it cited? Do your colleagues know of his/her work and have you/ would you invite the person for a seminar? Is this person the "go-to" referee in his/her area of expertise?
- In short: Is this candidate a person who is known and respected for their work in their field in departments of the LSE, UCL, Yale, etc.?

Guidelines for Tenure-Track Faculty

Tenure-track faculty should know what to expect and on what basis they will be evaluated. Considering the goals and criteria stated above, it is particularly important that they aim high in publications and develop a coherent research program ensuring their visibility in their fields. This means in particular

- not to spread one's efforts too thinly on different fields, as the time on tenure track is the time to become a widely known expert in a field;
- not to go for quick publications of low quality;
- to assure a clear focus of one's work recognizable by one's peers.

In addition, candidates should build a proven record of good teaching.

Adopted in May 2018

revised in October 2025