



The Federal Institute for Vocational Education and Training (BIBB) has an immediate vacancy for a

**Junior Research Group Leader
to work within the topic cluster of “Vocational orientation and transitions –
integration into vocational education and work”.**

Standard weekly working hours (currently 39 hours) apply, and the employment contract is subject to a fixed term of three and a half years. The contract may be extended by a further year following a successful interim appraisal (**reference number 04/20**). A junior professorship is possible, depending on the model of cooperation with a partner university.

One of the objectives of BIBB’s Strategy 2025 is to foster the development of highly qualified researchers. In pursuit of this purpose and with assistance from the Federal Ministry of Education and Research, it is establishing a programme entitled “Graduate programme for vocational education and training research”. The establishment of Junior Research Groups is one of the main pillars of this programme.

The work conducted by Junior Research Groups takes place within the scope of topic clusters forming part of BIBB’s medium-term research planning. The topic clusters take an interdisciplinary approach and investigate core issues related to vocational education and training. BIBB’s goal in developing and implementing these topic clusters is to make the institute’s research profile stronger and more visible.

As a Junior Research Group Leader in the topic cluster of “Vocational orientation and transitions – integration into vocational education and work”, you will receive an opportunity to gain experience in conducting research projects autonomously and in building up your own research group. The Junior Research Group Leader is intended to work in close conjunction with a university and to produce outcomes both at BIBB and this university. This may also take place within the framework of a junior professorship depending on the university and on the type of cooperation.

Remuneration benchmark: Public sector pay grade (TVöD) 14

Junior Research Group staffing resources:

- Two doctoral positions (each 75%), jointly filled by BIBB and by the Junior Research Group Leader
- Total funding of €100,000 (materials, travel costs and services provided by third parties)
- Workplace, IT equipment
- Participation in the BIBB Graduate Programme
- Technical and methodological support structures

The Junior Research Group is established by the Junior Research Group Leader and is housed at BIBB. The position forms part of the BIBB Graduate Programme, which assists with the development of doctoral candidates and post-docs in the field of vocational education and training research.

Remit:

The main task area of the Junior Research Group is empirically quantitative research about education and training decisions, participation and pathways in Germany. The Junior Research Group will work thematically in the topic cluster of “Vocational orientation and transitions – integration into vocational education and work” (<https://www.bibb.de/de/120122.php>).

The aim is that the work carried out by the Junior Research Group will make a contribution towards the objectives pursued by the “Vocational orientation and transitions – integration into

vocational education and work” topic cluster. The intention is for the Junior Research Group to focus primarily on one of the following thematic areas (individual thematic areas may also be linked, although this is not mandatory):

- Educational and vocational orientation, education and career decisions made by young people
- Education and training biographies, reorientation, and disruptions
- Integration of young people into vocational education and training
- Career entry following vocational education and training.

Irrespective of the main thematic focus adopted, interaction between individual, social and institutional factors should also form an object of investigation.

Individual tasks of the Junior Research Group Leader:

- Design, establishment and management of a Junior Research Group
- Application for, monitoring of and implementation of an innovative research project
- Specialist supervision of two doctoral candidates within the scope of the execution of the research project
- Autonomous development of the research topic in conjunction with BIBB and with the “Vocational orientation and transitions – integration into vocational education and work” topic cluster in particular and in collaboration with the partner university, other universities and research institutions
- Development and implementation of a research and publication concept for the Junior Research Group
- Own research and publication activity in high-ranking peer-reviewed journals (such as those listed in the Social Sciences Citation Index (SSCI) or otherwise of equal status)
- User-appropriate preparation of results whilst according due consideration to various target groups and support for transfer
- Monitoring of the progress of the project and regular reporting to BIBB committees (e.g. Research Council)
- Establishment and maintenance of strategic partnerships and cooperation arrangements relating to the research topic with universities and research institutions in Germany and abroad

Your profile and application requirements:

- You have successfully completed a doctorate, preferably in the social or human sciences (sociology, psychology, economics, education or a related discipline), in which you have achieved a very high mark (e.g. a grading in Germany of “summa cum laude” or “magna cum laude” or the equivalent elsewhere).
- Your main research interests preferably lie within one or more of the areas of: transition research, empirical education research, youth research, social inequality research or related thematic fields.
- You have a good knowledge of research in (vocational) education and training, preferably in the topic areas of education and training decisions or vocational orientation, participation in vocational education and training, in particular integration into (vocational) education and training pathways following the completion of general schooling or career entry for young people. Knowledge of transition research at the threshold from school – vocational education and training – work is an advantage.
- You have a publication record in one of these areas and have had papers accepted by high-ranking peer-reviewed journals (such as those listed in the Social Sciences Citation Index (SSCI) or otherwise of equal status). If you have only recently completed your doctorate, you have made relevant submissions to a peer-reviewed journal.
- You have experience of cooperation within research teams. Experience of managing research projects or teams is desirable.

- You have a marked capacity to work in an analytical, conceptual, and interdisciplinary manner.
- You have very good knowledge and suitable experience of the application of quantitative empirical social research methods and experience of the use of relevant analysis software (e.g. SPSS, STATA).
- You adopt an independent and structured way of working, have a strong ability to cooperate, act as part of a team, and exhibit a high degree of motivation, negotiating skills, and assertiveness. You are resilient and prepared to travel for the purpose of work.
- You have a good knowledge of the scientific research system and are keen to embrace an interdisciplinary approach.
- You are proficient in German and English at least to Level C1 of the Common European Framework of Reference for Languages.
- You are competent in using the usual information and communication technologies.

BIBB offers a wide range of opportunities for further academic research training (including supporting of post-doc and/or higher education lecturer qualifications as part of the BIBB Graduate Programme, participation in academic research conferences etc.).

Documentation to be submitted

- Personal statement
- **Three to five-page (maximum) research proposal**
- Proposals for a possible partner university
- CV^{*)} including list of relevant publications

Selection process

The recruitment process comprises a two-stage procedure (Annex 1). The deadline for submission of the project outline is **10.05.2020**.

In taking part in the selection process, you agree that the documentation supporting your application may be passed on to the BIBB Research Council and to external assessors. Please provide express written confirmation of consent when you submit your project outline. Consent may be withdrawn in writing at any time.

Please note the supplementary information provided (Annex 1 and 2)!

Points of contact

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- ➔ ***Link to supplementary information (Annex 1)***
- ➔ ***Link to information sheet for universities (Annex 2)***

BIBB is an apprenticeship training provider. For this reason, we expect all members of staff to commit to taking part in the practical apprenticeship training process.

The institute has an active work-life balance policy. We have been a certified family-friendly employer since 2010. Benefits include flexible working times, part-time working models, teleworking and a dedicated hotline for family support services. For more information, please visit <http://www.bibb.de/beruf-familie> or www.beruf-und-familie.de.

We welcome applications from persons of all nationalities. Persons with a disability will be given preference if their qualifications are equal. Applications from women are strongly encouraged.

Information on the processing of your personal data within the scope of the recruitment procedure (Article 13 GDPR) is available at www.bibb.de/stellenangebote.

More information about the Federal Institute for Vocational Education and training may be found online at www.bibb.de.