

The **Bavarian State Institute for Higher Education Research and Planning (IHF)** in Munich is a research institution under the auspices of the Bavarian State Ministry of Science and the Arts (StMWK). The institute conducts empirical higher education research based on international standards with the aim of deriving evidence-based recommendations for higher education institutions and higher education policy. The IHF offers a position with the opportunity for a doctorate.

We are looking to employ as soon as possible, initially for a limited period of 3 years,

**1 PhD student (m/f/d) with the opportunity to do a doctorate  
on the topic of Governance, Leadership & Work Culture  
(E13 TV-L, 75% of regular working hours)**

**The team**

The IHF is undergoing a change process towards more agile structures and modern management methods. We work in a cooperative and interdisciplinary team on current and internationally relevant research questions in the field of higher education research, including digitalization and AI in higher education, higher education governance and strategic organization, entrepreneurship and transfer of higher education, academic careers and transition from higher education to the labor market.

In our research, we work with quantitative and qualitative empirical methods. We publish the results of our research in leading scientific journals, present them at international and practice-oriented conferences and provide the StMWK, the Bavarian State Parliament and the universities with scientifically sound bases for planning and decision-making. You can find more information about us here: <https://www.ihf.bayern.de>

**Your profile**

- Very good university degree (Magister, Diplom or Master's degree) in psychology, statistics, data science, economics, sociology, educational science, pedagogy or in another degree program with a quantitative-methodological orientation with a corresponding focus (e.g. industrial engineering, computer science); applications from MSc students who still have a few months of study to complete are welcome.
- Proven very good knowledge of empirical research methodology and at least one statistics program (e.g. STATA, SPSS, R)
- High interest in research and high motivation to write scientific articles for publication in international journals and practice-related publications
- The ability to work independently and responsibly in an interdisciplinary team
- Very high level of commitment and willingness to learn
- Strong analytical skills
- Very good written and spoken English skills
- Very good command of German
- Applications from management consultants for a doctorate in Leave are welcome

**We offer you**

- Research in an interdisciplinary, motivated and successful team and a diverse range of tasks at the interface between science and practice
- Your research offers the possibility of a doctorate if you are suitably qualified
- Close involvement in quantitative-empirical research and cross-institute projects
- Mentoring by experienced researchers
- Participation in international research conferences and training courses to build and expand your own network
- Cooperation with renowned scientists at home and abroad
- Use of data collected at the IHF for your own research
- Workplace in a central location in Munich
- Possibility of part-time employment (25-50%) by arrangement
- With appropriate dedication and commitment, a doctorate, e.g. in the period of a leave from a management consultancy, to be completed within ~2 years

**How to apply**

Then we look forward to receiving your detailed application documents (cover letter, CV, certificates, exposé of the research project, max. 3 DIN A4 pages). Please send the documents, stating your potential starting date and the reference number IHF/004/24, **by 29.02.2024** to Dr. Nora Berning by e-mail in the form of a single pdf file (max. 10 MB): [Bewerbungen@ihf.bayern.de](mailto:Bewerbungen@ihf.bayern.de). We will be happy to answer any questions by e-mail or at 0049/89/21234-404 (Dr. Nora Berning).

*Equality between women and men is a matter of course for us. The position is suitable for severely disabled applicants. Severely disabled applicants will be given preference if their suitability, qualifications and professional performance are otherwise essentially equal.*