

## **Job posting (Geo 01/2025)**

The Department of Marine Geosciences at the **Leibniz Institute for Baltic Sea Research Warnemünde (IOW)** is offering a full-time tenure track position at the earliest possible date of a

### **Research Scientists (Tenure Track):**

#### **Micropaleontology/ SedaDNA)**

with a percentage of 100% (40 h/week). Remuneration is paid in accordance with the salary scale E13 TV-L (TV-L: “Tarifvertrag für den öffentlichen Dienst der Länder”, collective agreement for the public service of the federal states). The position can also be filled part-time with at least 30 working hours per.

This position is part of a tenure-track process, initially limited to 3 years, with the possibility of extension for up to 5 years. During this time, you will have the opportunity to further develop relevant competencies needed for a permanent position. Eligibility for this track requires that you meet certain criteria for fixed-term academic employment under German labor law. Details regarding the legal framework will be discussed during the recruitment process. In the event of a successful tenure track procedure, an upgrade to TV-L EG 14 is planned.

In the case of outstanding qualifications, a permanent position may be offered immediately. In our evaluation, we place particular emphasis on your scientific track record, including publications, success in securing third-party funding, and experience at other research institutions and abroad. To support this evaluation, we will obtain an external expert review of your academic achievements.

### **Who are we?**

The IOW is an independent research institute within the Leibniz Association that actively promotes diversity, personal development, and the compatibility of work and family life. Our research focuses on coastal and marginal seas, with a particular emphasis on the Baltic Sea. Scientists at the IOW work across five departments—Physical Oceanography, Marine Chemistry, Biological Oceanography, Marine Geosciences, and Marine Observations—in an interdisciplinary framework as part of a joint research program.

### **What will be your tasks?**

One of our research areas focuses on the variability of coastal and marginal seas across different timescales. Proxy- and model-based reconstructions of past environmental conditions and ecosystems are central to this work. To complement our sedimentological, inorganic/organic geochemical, and geophysical approaches, we are

seeking your expertise in micropaleontology and/or sedaDNA to contribute to a comprehensive reconstruction of past marine ecosystems and changes in their biodiversity. You will actively help shape our research program and develop your own research ideas and projects within the interdisciplinary environment of the IOW.

### **What do we expect from you?**

You hold a university degree in natural sciences (Master's/Diploma) or equivalent skills and experiences, have completed a PhD on a geo- or bioscience topic related to aquatic sedimentary environmental reconstruction, and can demonstrate internationally recognized scientific achievements.

Ideally, you pursue a combined micropaleontological and sedaDNA research approach with a focus on phytoplankton groups and possess advanced bioinformatics skills. In addition to physicochemical paleoenvironmental parameters (e.g., salinity, pH, temperature), your work will address topics on primary productivity, ecosystem dynamics, and biodiversity, contributing to a holistic reconstruction of ecosystem processes and paleo-biodiversity. You regularly publish your research in reputable scientific journals and enhance your interdisciplinary work through successful acquisition of third-party funding and ship time on German research vessels. A good command of English is required. Furthermore, we expect you to demonstrate loyalty, reliability, teamwork, as well as an independent, conscientious, and goal-oriented working style.

### **What does the IOW offer?**

The IOW offers you a varied workplace in close proximity to the Baltic Sea ('working by the sea') with flexible working arrangements, including the option for home office. Excellent infrastructure with modern laboratory and office facilities, including onboard our own research vessel 'Elisabeth Mann Borgese,' provides an ideal environment for your work. The IOW and the Department of Marine Geosciences support you in establishing your own early-career research group.

### **How do we promote equal opportunities?**

Our job offers are aimed at every person regardless of their gender. Research benefits from a diverse working environment, which is why we have signed the Diversity Charter. IOW aims to specifically promote women in areas where they are underrepresented. For this purpose, the institute has given itself a plan to promote equality (plan for the equal opportunities committee at the IOW) and has repeatedly been awarded the Total Equality award for its commitment (website TOTAL E-QUALITY e. V.)

Female applicants are given preference in the case of equal qualifications and suitability, as the position belongs to a structural unit in which women are underrepresented. An overview of our measures to promote gender equality and improve work-life balance can be found on our website.

We give preference to applications from disabled persons with equal professional and personal suitability. Please mention the disability or equality in your letter of application and enclose a copy of the relevant certificate.

## **How to apply?**

Please send us your application documents with:

- Cover letter including relevant experience and motivation (max. 2 pages)
- Research concept (max. 3 pages)
- Curriculum vitae (CV) (max. 3 pages)
- List of publications
- Certificates and transcripts
- Description of further relevant activities and experience
- Optional certificates
- References

We look forward to receiving your application, quoting the keyword: **GEO 01/2025**  
by **10 August 2025**

to

[bewerbung.geologie@io-warnemuende.de](mailto:bewerbung.geologie@io-warnemuende.de)

or

Leibniz Institute for Baltic Sea Research Warnemünde

Human Resources Department

Seestraße 15

18119 Rostock

The interviews are expected to take place on **8 September 2025**.

Unfortunately, we cannot cover your application and travel costs.

For further information, please contact Prof. Dr. Helge Arz, (head of Marine Geosciences, [helge.arz@io-warnemuende.de](mailto:helge.arz@io-warnemuende.de)) or find out more at [www.io-warnemuende.de](http://www.io-warnemuende.de)