

The University of Bremen is seeking to fill a position in the Administrative Unit – **Equal Opportunities/Anti-Discrimination** – starting on 1 January 2026 at the earliest as an

**Officer for Diversity, Equity, Inclusion and Belonging (DEIB) in the Cluster of Excellence Ocean Floor**  
(pay grade 13 TV-L100 %, 39.2 working hours per week)

The position is limited until 31. December 2032 in accordance with § 14 (1) TzBfG.

Part-time work is generally possible. Details are to be agreed with Administrative Unit 04 if necessary.

The **Equal Opportunities/Anti-Discrimination Administrative Unit** <https://www.uni-bremen.de/en/chancengleichheit> supports the university management in implementing the mission statement "Equal opportunities and combating discrimination". We advise the university management, executives and all university members. We examine structural conditions, raise awareness of inequality in teaching, research and administration, organize events and offer diversity-sensitive personnel development measures.

The Ocean Floor Cluster of Excellence at the Universities of Oldenburg and Bremen <https://theoceanfloor.de> will enter a further seven-year funding phase in January 2026. The cluster will establish a committee for diversity, equity, inclusion and belonging (DEIB) to anchor support at all organizational levels and among all partners, and will implement a Diversity Monitoring process. The cluster thus aims to serve as a role model for an inclusive and diverse working environment.

The position of DEIB Officer is located at the interface between the administrative unit 04 and the Cluster of Excellence.

**The main tasks of the DEIB Officer include:**

- Conceptual development and implementation of the DEIB concept in the Ocean Floor Cluster of Excellence, including management of the DEIB Board in the Cluster of Excellence
- Developing, communicating and supporting measures for gender-equitable career development, for cluster members with structural disadvantages and in the area of mental health
- Developing and supporting training courses and other innovative formats on topics such as unconscious bias in selection processes, mental health, leadership, and collaboration in heterogeneous teams
- Executive support for the project to establish Diversity Monitoring at the Cluster of Excellence as an element of knowledge and quality management
- Active participation in internal university and regional and national networks on DEIB policies at universities and in clusters of excellence

**The position involves attending appointments not only at the administrative unit, but also at both locations of the Ocean Floor Cluster of Excellence (Bremen and Oldenburg).** Details will be explained during the selection interviews.

### **Requirements and qualifications:**

- Completed academic degree (Master's/university diploma) with relevant connection to the above-mentioned tasks
- Good knowledge and several years (at least 2 years) of experience in the field of diversity, equity, inclusion and belonging at universities or research institutions
- Good knowledge of the implementation of diversity monitoring
- Several years of experience (at least 2 years) in the development and implementation of training measures in the field of DEIB
- Good knowledge of mental health at universities or research institutions
- Oral and written knowledge of the German language (CEF level C1)
- Oral and written knowledge of English (CEF Level C1)

We are looking for someone who is a team player and can handle criticism and conflict situations. They should also have creative skills and be able to work independently.

As part of the Equal Opportunities/Anti-Discrimination Unit team, you will have the opportunity to work with experienced colleagues and further develop your skills. The professional atmosphere in the Equal Opportunities/Anti-Discrimination Unit is characterized by mutual respect, cooperation, and constructive collaboration.

The Ocean Floor Cluster of Excellence offers you the opportunity to proactively develop and test new pragmatic approaches in the field of DEIB in an internationally oriented institution.

Open to unconventional approaches in research and teaching, the University of Bremen has retained its character as a place of short communication channels for people and ideas since its foundation 50 years ago. With a broad range of subjects, we combine exceptional performance and great innovation potential. As an ambitious research university, we stand for the approach of research-based learning and a strong focus on interdisciplinarity. We actively shape scientific collaborations worldwide in a spirit of partnership.

Today, around 23,000 people learn, teach, research, and work on our international campus. In research and teaching, administration, and operations, we are strongly committed to the goals of sustainability, climate justice, and climate neutrality. Our Bremen Spirit is expressed in the courage to try new things, in a supportive community, and in the mutual respect and appreciation. With our study and research profile and as part of the European YUFE network, we assume social responsibility in the region, in Europe and around the world.

The university is family-friendly, diverse and considers itself as an international institution of higher education. We therefore welcome all applicants regardless of gender, nationality, ethnic and social origin, religion/belief, disabilities, age, sexual orientation and identity.

The University of Bremen intends to increase the proportion of female employees in this area, which is why women are expressly encouraged to apply. If equally qualified, women will be given priority unless reasons relating to a male competitor prevail. Severely disabled persons will be given priority if they have essentially the same professional and personal qualifications.

If you have any general questions about the personnel selection process or specific questions about the advertised position, please contact:

Anneliese Niehoff, Equal Opportunities/Anti-Discrimination Administrative Unit, 0421-218-60181,  
[chancen1@uni-bremen.de](mailto:chancen1@uni-bremen.de)

Please send your application with your complete and informative documents (cover letter, CV, proof of qualifications, references) in a PDF file by unencrypted electronic mail by **xx.xx.xxxx**, quoting **reference number Z37-25**, to:

[bewerbungen@vw.uni-bremen.de](mailto:bewerbungen@vw.uni-bremen.de)

or by post to:

**University of Bremen**  
**Department 2**  
**P.O. Box 330 440**  
**28334 Bremen**

Please note that no application photos should be included with your application documents.

Please only submit copies (no portfolios), as we are unable to return them. Once the selection process has been completed, your application documents will be stored in accordance with legal requirements and then destroyed.

Any costs incurred in connection with the application process cannot be reimbursed.