



EINHEIT FÜR
FAMILIE,
VIELFALT UND
GLEICHSTELLUNG



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

Guides for GUIDE wanted

[GUIDE](#) was adopted by the Rectorate in 2023 as a concept for professionalizing the handling of conflicts and misconduct at Heidelberg University. To ensure that people at our university can work, study, and teach free from transgressions, [confidential contact points](#) and volunteer confidential guides offering low-threshold initial support to those affected.

Would you like to become part of GUIDE and a trusted first point of contact for those affected by workplace conflicts, discrimination, harassment, bullying, or stalking?

Anyone can be approached for help with the above issues in everyday life, and knowledge of how to deal with them professionally is important for everyone! As a student confidential guide, you will provide advice for a period of one year, while other confidential guides serve for three years with the option of reappointment. There is a joint transition period with your successor to ensure a smooth onboarding process. Information about university procedures, legal background, and psychological communication skills is essential. You will receive this information in mandatory training courses provided by UNIFY. We offer you support in your counseling work through regular supervision.

What qualities should confidential advisors have?

In order to provide those seeking advice with a good counterpart, we are looking for diverse individuals who have been affiliated with the university for at least one year. Confidential advisors should also be diverse as a group so that those seeking advice can choose the right contact person for their concerns and meet the following requirements:

Conversational skills

If you are good at communicating with others and can even use several languages, ideally have previous counseling experience, and can reflect on the concerns of those seeking advice on a meta-level, you have a very good foundation for professional psychological conversation. Your mediative skills, integrity, and discretion are necessary requirements for the job. Good abstract thinking skills and the ability to distance yourself from the issue are essential for your personal self-care and for your counseling work.

Diversity sensitivity

With empathy and a general openness to the perspectives of others in various dimensions, you advocate for those affected by conflicts, (multiple) discrimination, harassment, bullying, and stalking.

Resources and networking

In order to provide quick and uncomplicated support during counseling sessions, it is necessary to create capacity for (timely) discussions in everyday study/work life and to publish your contact details in the facilities and on the confidential advisor website. The average annual counseling time should not exceed approximately 2-3 hours per month per advisor.

Are you willing to engage with conflict issues and stressful conversation situations and do not have a strong personal perspective as someone affected? Are you well connected and enjoy broad trust within your institution? As a stable personality with a confident manner, you have stamina and tolerance for frustration.

In order not to overload you and your resources, we would be grateful if you could provide information about other honorary positions you already hold at the university and whether you perform other important functions (e.g., tasks in the staff council or a confidential contact point, or other dual roles).

What is the next step?

We look forward to receiving your application in the form of a short CV and letter of motivation by **November 30, 2025**, to guide.unify@uni-heidelberg.de

If you have any questions, please contact Dr. Janine Schiebel (tel. 06221/543926 or at the email address above, available Monday through Wednesday).