



Vietnamese-German University

INFORMATION PACK

for lecturer candidates



Welcome, and thank you for your interest in the Vietnamese-German University (VGU).

VGU is a public university established in 2008 through a close strategic partnership between the Federal Republic of Germany and the Socialist Republic of Vietnam. Guided by German quality standards, VGU applies faculty recruitment practices inspired by the rigor and principles of German professorial appointment procedures. These practices are designed to ensure that all evaluation and selection processes are conducted in a transparent, merit-based, and fair manner.

This information package provides an overview of the faculty recruitment process, working conditions, employment benefits, and other relevant aspects related to living and working in Vietnam, including visa procedures, accommodation, and transportation.

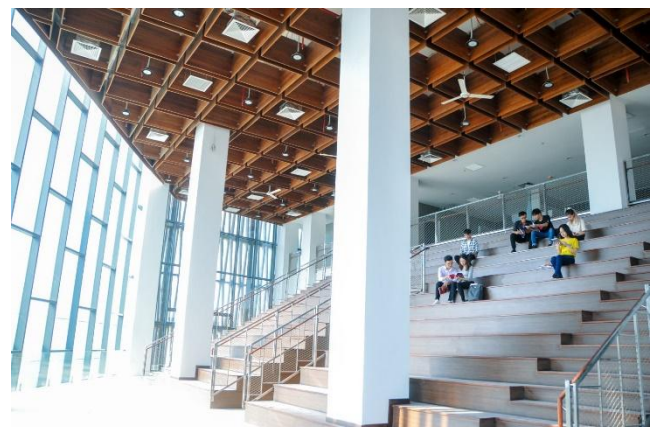
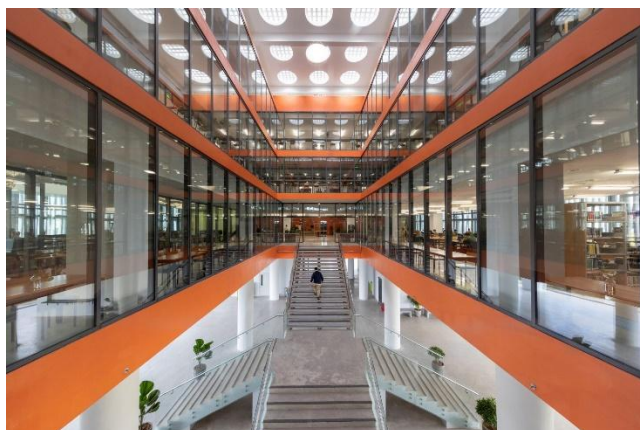
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1. About VGU

VGU Campus

In 2022, VGU inaugurated its new main campus, approximately 40 kilometers north of the center of Ho Chi Minh City (HCMC). Spanning 50 hectares, the modern campus features state-of-the-art facilities, including lecture halls, an award-winning library, technical laboratories, an auditorium, an exhibition building, student dormitories, a lecturer village, a sports center, a food court, and dedicated office spaces for academic and administrative staff.





Facts and Figures

- Founded in 2008 as a research-oriented Vietnamese State University
- Financially supported by the Ministry of Education and Training, the Hessian Ministry of Science and Research, Arts and Culture, and the Federal Ministry of Research, Technology and Space
- Following the model of German higher education
- Academic profile is grounded in international collaboration, research-based teaching, and uncompromising quality standards
- Offering Bachelor's, Master's and Ph.D. programs, jointly run by VGU and more than 15 German partner universities
- Total number of staff by December 31, 2025: 269
- Total number of students as of December 31, 2025: 3.832
- Diversity of student body: students from 32 nations
- Total number of scholarships granted for the academic year 2024/25: 1,847
- Total value of scholarships for the academic year 2024/25: EUR 2,540,624
- Percentage of teaching load offered by professors (flying faculty) from German partner universities: 40% / study program, on average
- Exchange universities: 60 institutions, primarily from Germany
- The ratio of WoS and SCOPUS indexed publication/lecturer/year is maintained at a rate of 2.2 on average
- On-going research projects in the academic year 2024-2025: 31
- Existing student clubs: 21
- Technical laboratories and workshops: 52
- Computer laboratories: 14
- City Campus at HCMC, downtown

Vision of 2030 and beyond

VGU aspires to become a leading research university in South-East Asia, with a projected student population of 8,421 by 2030 and more than 20,000 students by 2040.

2. Why work at VGU?

The Vietnamese-German University (VGU) is defined by a dual calling: Globally oriented in its mission and aspirations, and yet firmly rooted in its regional context. It stands as a New Model University (NMU), one that bridges worlds, fosters friendship between two nations, connects cultures, and anchors international excellence within Vietnam's economic and social development. In accordance to its **mission**, VGU is dedicated to the principles of academic freedom, institutional autonomy, and the unity of research and teaching. Its current focus in smart engineering, information technology, and business/economics shapes a new generation of scientists, engineers, and leaders, who not only master the frontiers of knowledge, but also possess the creativity and the **vision** to transform pioneering knowledge into solutions for humanity's greatest challenges. By 2045, VGU envisions itself as one of the leading research university in South-East Asia, and as the destination of choice for students and scholars. Through close collaboration with universities around the world (especially Germany), VGU will drive the advancement of science and technology, e.g., in the fields of semiconductor engineering, artificial intelligence and green energy, while nurturing a generation of responsible leaders and innovators who are inspired by the **values** of Excellence, Integrity, Honesty, Transparency, Diversity, and Sustainability. For further information: <https://vgu.edu.vn/mission-vision-and-values>

3. Faculty recruitment process

The recruitment of full-time lecturers itself is guided by a standardized and highly structured procedure, modeled on the German professor appointment system. Additionally, HR visa procedures supported by tailored consulting services are designed to provide clarity, transparency and consistency for international candidates who are typically are granted with a two-year work visa. VGU's streamlined and supportive hiring procedure ensure that candidates experience the university as a welcoming, transparent, and visionary institution committed to nurturing best talents.



Application screening

All applications undergo an initial review and pre-selection process conducted by the Selection and Nomination Committee (SNC). Candidates whose applications fulfill the fundamental eligibility criteria and position requirements may subsequently be contacted by the Lecturer Recruitment Unit for further clarification, particularly regarding their motivation for joining VGU. This process is followed by an assessment session with the SNC, and a final interview with the President of VGU.

Assessment sessions and interviews

Pre-selected applicants are invited to participate in an assessment session designed to evaluate their academic qualifications, professional competencies, and overall suitability for the position. During this process, candidates demonstrate their knowledge, teaching abilities, research profile, and interpersonal skills in front of the Selection and Nomination Committee (SNC).

The SNC consists of seven members, including the Faculty Dean, the Academic Director, the Academic Coordinator, one professor from a German partner university of VGU, one VGU lecturer, one industry representative, and one student representative from the relevant study program.

The assessment session comprises three components: a trial lecture on a specified topic, a research presentation on selected areas of expertise, and a presentation outlining the candidate's teaching philosophy and research strategy. Throughout the session, the candidate and the SNC engage in academic discussion and exchange ideas and questions.

Please note that the trial lecture, as well as the presentations on research and didactics, are evaluated thoroughly. Assessment criteria for the teaching component include, among others, structure, clarity, presentation skills, quality and depth of content, interaction with students, and time management. Following the assessment session, shortlisted candidates will proceed to a final interview with the President of VGU.

Job offer

Candidates who are successfully nominated by the Selection and Nomination Committee (SNC) and subsequently approved by both the Faculty Council and the Academic Senate will receive an official offer of employment from the VGU Human Resources Department (HRD).

4. Working conditions

Work permit

In accordance with Vietnamese law, non-Vietnamese citizens are required to obtain a valid work visa and work permit in order to be legally employed in Vietnam. HRD provides comprehensive support to selected candidates throughout the visa and work permit application process.

The academic year

The academic year at VGU is divided into two semesters: the Winter Semester and the Summer Semester. The Winter Semester begins on the first Monday following September 15 and marks the official start of the academic year. The Summer Semester officially commences on the second Monday after the first day of the Vietnamese Lunar New Year (Tết), but not earlier than calendar week 7 of the respective year.

Office hours and working hours

VGU follows the standard 40-hour working week, corresponding to an eight-hour working day from Monday to Friday. At VGU, lecturers are assigned a maximum teaching load of eight academic hours (AH) per week, with one academic hour corresponding to 45 minutes. The remaining working hours are dedicated to research activities, academic administration, student supervision, and other professional responsibilities.

Residential faculty members (full-time lecturers) are expected to be present on campus at least four days per week to fulfill teaching and teaching-related duties, provide student advising, engage in collaborative research activities, and contribute to academic self-governance and other institutional responsibilities.

Faculty evaluation

To recognize and encourage excellence in teaching and research, VGU conducts an annual faculty evaluation process. The evaluation criteria focus primarily on academic performance in teaching and research activities, while students' module evaluations also contribute significantly to the overall assessment results.

Promotion to an academic management position is granted solely on the basis of demonstrated merit, professional competence, and academic achievement, and is subject to approval by the President of VGU.

Tenured appointment

Following the successful completion of the initial two-year contract period and subject to a positive performance evaluation, full-time faculty members may be granted a permanent employment contract at VGU.

5. University facilities

Campus

The VGU campus offers excellent conditions for research, teaching, and learning through its modern infrastructure, well-equipped classrooms, and state-of-the-art laboratories. All classrooms are fitted with projectors, screens, and integrated video conferencing facilities to support both onsite and hybrid learning environments.

In addition, VGU operates a learning facility (“City Campus”) in downtown of Ho Chi Minh City, providing convenient access for Master’s students who live and work in the city and are enrolled in part-time study programs.

Laboratories

VGU’s laboratories are widely regarded as among the most advanced and exceptional facilities in Vietnam, providing outstanding conditions for both research and learning activities across a broad range of academic and scientific disciplines. They are readily accessible to academics and students alike, supporting innovation, experimentation, and hands-on education in all relevant areas of interest.

Table 1: Laboratories at VGU

No.	Laboratory
1	Laboratories for Civil Engineering and Construction Management (BCE)
2	Laboratories for Computer Science Engineering (CSE)
3	Laboratories for Mechatronics and Sensor Systems Technology (MST)
4	Laboratories for Materials Science (MSI) – Sustainable Process Engineering (SPE)
5	Laboratories for Architecture (ARC)
6	Laboratories for Water Technology and Environmental Engineering (WTE)
7	Laboratories for Electrical & Computer Engineering (ECE)
8	Laboratories for Computational Engineering (COM)
9	Laboratories for Smart Mobility Engineering (SME); and for the Vietnamese-German Transportation Research Center (VGTRC)
10	Laboratories for the Faculty of Engineering (FE)
11	Laboratories for Global Production Engineering and Management (GPE)
12	Laboratories for Mechanical Engineering (MEN)

Bus service

VGU provides shuttle bus services for staff and students on every working day, offering convenient transportation between the university campus and District 1 of Ho Chi Minh City, with the designated meeting point located at Turtle Lake Fountain.

6. Research and networking support

As a research-oriented university, VGU fosters a supportive and dynamic academic environment that encourages scholars to pursue their research interests across a wide range of disciplines, strengthen their research competencies, and expand their professional and international networks. Academic staff members at VGU benefit from various forms of institutional support, including a one-time funding grant of up to 40 million VND for participation in academic workshops and conferences.

In addition, VGU offers a mentoring program for young researchers, providing guidance and consultation from senior and experienced faculty members in both teaching and research. The university also provides financial support for research-related activities, including institutional research project grants, allowances for domestic and international academic travel, conference and workshop participation, publication support, and compensation for supervising student projects.

Furthermore, VGU promotes open-access scholarship through its institutional research repository, available at VGU Research Repository (<https://epub.vgu.edu.vn/>).

VGU faculty members benefit from extensive opportunities to expand their research networks through the VGU Consortium, which comprises 36 German partner universities. In addition, the university's strong relationships with industrial partners and German institutions facilitate access to research funding opportunities and collaborative research projects.

The Research Management Department (RMD) plays a central role in supporting academic staff across all aspects of research administration. By streamlining procedures and administrative frameworks, RMD enables researchers to focus more effectively on the substantive and scientific dimensions of their work. The department actively supports faculty members by identifying research calls, exploring collaboration opportunities, and fostering connections with industry

partners and academic institutions. Additionally, RMD monitors project milestones, organizes related academic events and activities, and provides consultation services to strengthen research proposals and funding applications, thereby enhancing the likelihood of successful grant acquisition.

VGU currently offers doctoral programs in Computational Engineering (DCE), Computer Science (DCS), Sustainable Urban Development (DSU), Sustainable Production Engineering (DSP), and Electrical and Computer Engineering (DEC). Academic staff active in these fields have the opportunity to serve as Ph.D. supervisors.

Each year, VGU hosts numerous seminars, workshops, and conferences that contribute to a vibrant academic environment. In particular, VGU in general – and RMD specifically – actively support students by creating favorable conditions for them to participate in and present their research at international conferences and academic events.

7. Employment benefits

Remuneration

Ph.D. holders with accumulated teaching experience of one to two years may expect a starting salary at the E13 level as a Junior Lecturer (see Table 2).

Candidates with a proven record of outstanding achievements in research and teaching over a period of at least ten years may qualify for a starting salary at the P1 level as a Senior Lecturer (see Table 2).

In addition, **performance during the assessment sessions constitutes a key factor in determining the appropriate lecturer classification, including Junior Lecturer, Lecturer, or Senior Lecturer.**

Please also note that in Vietnam, the titles of Professor and Associate Professor are awarded exclusively upon approval by the State Professorship Council. At the time of publication of this information package, VGU does not possess the authority to confer the titles of Associate Professor or Professor.

Table 2: Gross salary per month (in VND)

Pay group		Years of experience					
		Entry level	> 1 yr	> 3 yrs	> 6 yrs	> 10 yrs	> 15 yrs
		I	II	III	IV	V	VI
Senior Lecturer	P1	62,127,000	65,847,600	72,446,400	78,226,200	82,929,600	86,252,400
Lecturer	E14	58,593,600	62,103,600	68,304,600	73,780,200	78,202,800	81,338,400
Junior Lecturer	E13	48,321,000	51,199,200	56,323,800	60,840,000	64,490,400	67,064,400

For further information regarding the gross salary structure for professorship positions, please contact: academicpositions@vgu.edu.vn.

13th-month salary and bonuses

All full-time faculty members at VGU are entitled to a 13th-month salary, which is paid at the end of each calendar year. In cases where an employee has worked for less than twelve months within a given year, the 13th-month salary is calculated on a pro-rata basis. All salary payments are made in Vietnamese Dong (VND).

VGU provides bonuses on holidays throughout the year for staff, totaled at 7,000,000 VND/person/year.

- New Year's Day (Jan 1): 1,000,000 VND/person.
- Reunification Day and Labor Day (April 30 – May 1): 1,000,000 VND/person.
- Hung Kings' Commemoration Day: 1,000,000 VND/person.
- National Day (Sep 2): 1,000,000 VND/person.
- Vietnamese Teachers' Day (Nov 20): 2,000,000 VND/person.
- Vietnamese Culture Day (Nov 24): 1,000,000 VND/person.

Leave and holidays

In accordance with Vietnamese Labor Law, faculty members at VGU observe eleven public holidays each year. In addition, VGU provides twelve days of annual leave and three days of sick leave per annum. Sick leave exceeding three consecutive days requires verification by a physician and/or an authorized healthcare provider.

Maternity leave, family medical leave and other leave forms are granted to employees in accordance with the Vietnam Labour law.

Professional development

At VGU, faculty members are provided with a wide range of opportunities to further enhance their professional skills and academic competencies. The following list presents a selection of teaching- and research-related courses that have been offered at VGU to date; corresponding presentation materials are available:

- Teaching for Quality Learning
- Developing, Managing and Assessing Intended Learning Outcomes of Degree Programs
- Development of a Teaching and Learning Philosophy
- Principles of Good Scientific Practice
- Development of a Research Strategy
- Developing and Operating Internal Quality Assurance Systems at Universities
- Introduction into Institutional Accreditation
- Training Accreditors for Accreditation of Higher Education
- Quality Assurance at VGU – How to establish a Systemic Approach to Quality Management?
- How to design Intended Learning Outcomes?

These academic activities serve as essential platforms for updating knowledge in light of recent scientific and technological advances, while also promoting the exchange of expertise and collaboration among academic staff, researchers, and industry professionals.

Furthermore, a Center of Excellence in Higher Education (CEHE), dedicated to pedagogical training and didactics, is currently in preparation. In addition, VGU organizes a wide range of activities aimed at fostering the professional development of its academic staff, including conferences, workshops, seminars, subject-specific training sessions, individual and collaborative research projects, as well as technology transfer initiatives.

8. Insurance

VGU provides health insurance coverage for all employees. The current insurance provider is DBV Insurance. In addition, all VGU staff members are entitled to an annual basic health check-up financed by the university.

In accordance with Vietnamese Labor Law, all Vietnamese employees at VGU are covered by unemployment insurance. Furthermore, international staff members are welcome to join the Labor Union.

9. Life in Vietnam

Living costs

The overall cost of living in Vietnam is generally lower than in neighboring countries such as Thailand or Malaysia, offering an attractive and affordable living environment for international academics and professionals.

Table 3: Estimated Monthly Cost of Living in Vietnam (in USD)

Costs of living in Vietnam per month	
Rent + Bills	\$200 - \$1,000
Transportation (renting a motorbike plus gas)	\$60
Grocery	\$50 - \$200
Leisure: eating out, drinking (going out and/or eating out at least once a week)	\$100
Mobile phone bill	\$6
Gym membership/Fitness	\$25
Total	\$540 - \$1,540

Food and Drinks

Vietnamese cuisine is internationally renowned for its rich flavors, nutritional balance, and affordability, with meals typically ranging from approximately USD 1.50 to USD 8.00. In addition to local specialties, a broad variety of international cuisines is available through numerous restaurants, particularly in Ho Chi Minh City. Furthermore, the strong cultural influence of Buddhism throughout Vietnam ensures that vegetarian dishes are widely available

in virtually all regions of the country. Some of the most popular Vietnamese dishes are: phở, chả cá, bánh xèo, cao lầu, rau muống, nem rán/chả giò, gỏi cuốn and bún bò Huế.

Culture

Vietnam offers a captivating blend of Eastern heritage and Western modernity, where historic opera houses coexist with a dynamic and flourishing contemporary art scene.

At VGU, this spirit of cultural diversity and international exchange is deeply reflected within our professional community. We take great pride in fostering a vibrant intercultural environment that enables both staff and faculty to thrive academically and personally. One of our cherished traditions is the weekly Staff Intercultural Lunch held every Wednesday. More than simply a shared meal, it serves as a dedicated forum where colleagues from around the world come together to exchange perspectives, strengthen professional relationships, and build lasting connections.

At VGU, you do not simply join a university – you become part of a diverse and supportive international community that values collaboration, openness, and global connectivity in everyday academic life.

Language

English serves as the official working language at VGU. In the central districts of Ho Chi Minh City, many local residents are also able to communicate in English and other foreign languages. To further support international exchange and integration, VGU offers complimentary language courses in German, English, and Vietnamese for its employees.

Transportation

Vietnam offers a wide range of transportation options to accommodate both daily commuting and long-distance travel. Common means of transportation include motorcycles, private cars, taxis, and public buses. For domestic travel across the country, airplanes, trains, and boats provide convenient and comparatively affordable alternatives.

Table 4: Costs of transportation in Vietnam (in USD)

Transportation costs in Vietnam	
Grab bike, xe ôm	\$0.6/km for the first 2km and \$0.15/km later on
Grab car, taxi (per km)	\$0.5 - \$0.6
Oneway domestic flight	\$35 - \$72

One-way train	\$9 - \$55
Scooter hire (per day)	\$4 - \$6

VGU provides daily shuttle bus services for employees, with pick-up points located at Hồ Con Rùa (Turtle Lake) and along the route to the campus. In the afternoon, the shuttle buses conveniently transport staff members back to the city.

Accommodation

A wide range of accommodation options, including houses and apartments at affordable rental prices, is readily available in Ho Chi Minh City.

Table 5: Monthly rental costs in Vietnam per types of accommodation (in USD)

Monthly rent for types of accommodation in Vietnam	
Serviced apartment	\$400-\$600
Studio apartment	\$400-\$600
Own apartment	\$450-\$1,000
House	\$800 and up

Healthcare services

While public hospitals in Vietnam often experience high patient volumes, private healthcare institutions generally provide services of a high international standard. For this reason, private health insurance is strongly recommended for expatriates living and working in Vietnam.

Among the most reputable private healthcare providers in Ho Chi Minh City are FV Hospital, FV Saigon Clinic, Vinmec Saigon International Clinic, Family Medical Practice, and Columbia Asia International Hospital.

Visit our website at: <https://vgu.edu.vn>

For more information, please feel free to contact us through our email at: academicpositions@vgu.edu.vn

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