

**Alumni & Career**

We Are Here for You. For a Lifetime.



**For International  
Students**

# Working in Germany

**For Undergraduate,  
Graduate Students and Alums**

## FAQ – Working in Germany

### **I am an international full-time student at TUM. Am I allowed to work in Germany?**

EU citizens (including citizens of Norway, Iceland, Liechtenstein and Switzerland) have unlimited access to the German labor market. Non-EU students enrolled at a German university holding a residence permit are entitled to work 120 full or 240 half days per calendar year (freelance work not allowed). The work permit is included in the legal provisions in the residence permit for students. Work as an academic assistant (*Hiwi/WiHi*) may exceed 120 full or 240 half days, however the Munich Foreigners Office should be notified. Note: Always check what is written in your residence permit and in case of doubt consult directly with the *Kreisverwaltungsreferat (KVR)*.

[www.arbeitsagentur.de](http://www.arbeitsagentur.de)

[www.make-it-in-germany.com](http://www.make-it-in-germany.com)

[www.daad.de/arbeiten](http://www.daad.de/arbeiten)

**Links**

### **During my studies at TUM, I want to do an internship in Germany. When do I need a work permit?**

Voluntary internships count as work, meaning no work permit is required if you work less than 120 full or 240 half days per year. If jobs and voluntary internships exceed 120 full or 240 half days per year (always on a cumulative basis), you will need to obtain approval from the *Bürgerbüro*. Compulsory internships, as part of the study program, are not regarded as work and do not require approval from the Registration Office.

### **I have just obtained a German degree.**

#### **Now I want to get a job: What should I do next?**

As a graduate of a German university, you can apply for an extension of your residence permit for 18 months in order to find a job related to your degree. During this time, you may take on any job without restrictions to help cover your living costs.

To find out which visa or residence permit you need or are eligible for, visit:

[www.make-it-in-germany.com/en/visa-residence/quick-check](http://www.make-it-in-germany.com/en/visa-residence/quick-check)

## FAQ – Labor Law and Taxes

### Do I have to pay taxes in Germany?

This will depend on how much you earn. If you earn less than € 10.908 per year in total (*Steuerfreibetrag*), you will get your taxes back at the end of the year by submitting an income tax return to the *Finanzamt*.

### Where do I get my tax-ID number and do I need it?

You will need a *Steuer-ID* if taxes have to be deducted from your income. This unique tax-ID consists of 11 figures and is valid throughout your life. You do not have to apply for the tax-ID; you should receive it per post at your German address within 2 weeks after you register at your *Bürgerbüro* (*Kreisverwaltungsreferat*).

Please be aware that all stated figures are valid for 2023 only and might vary depending on your tax group (*Steuerklasse*), which is based on your civil status: single, married, with child etc.

### What is so special about “minijobs”?

Minijobs are jobs limited to € 520 in earnings per month. Their biggest advantage is that no deductions (taxes, social security, pension insurance scheme) are made from this amount, meaning you get paid the full amount “cash”. You can have more than one minijob; however, if you want to avoid any further deductions, your monthly income should not exceed the € 520 limit.

### Do I need to pay social and health insurance?

If you earn more than € 520 per month but less than € 1,600, you will have to pay reduced social insurance. Once your income exceeds € 1,600, you will have to pay the full amount. (Students with German *Krankenversicherung* may ask their health insurance provider for their social insurance number. Students who have travel insurance need to apply for a social security number from the *Deutsche Rentenversicherung Bund*.) In addition, if you work more than 20 hours per week, you will have to pay health, unemployment and nursing care insurance contributions.

## FAQ – How to Find a Job

### How can I find a job in Germany?

We suggest you start thinking about your career development as early as possible as the process of preparing your documents, submitting the application and getting a job can take several months. On the TUM Job Portal you will find many offers for traineeships, internships, part-time student positions, master's and bachelor's theses and permanent jobs in Germany and abroad. Also ensure to establish and maintain your own professional network, e.g. through the various TUM Mentoring programs.

### How does the application process work?

Generally, the process starts with detailed preparation of your application documents (CV, cover letter and references or copies of certificates) and sending them in response to a job ad or by means of an unsolicited application. The second part is being invited to 1-3 rounds of job interviews (telephone, Skype or in person) or an assessment center followed by a job offer.

### Will the TUM Career Service help me find work?

We are not a placement service, but we do provide various free of charge services and tools that should enable YOU to find a job. Our detailed **Career Guide** and numerous **webinars & seminars** (in German and English) will help you to become familiar with the German job market and application process. You can also have your application documents checked online, speak to a career counselor in person, or get a professional picture taken at our **Career Days**. Last but not least, while our **TUM mentoring program** helps students with life and career advice from experienced alums, being an active member of our **TUM Community** allows direct contact with students and alums around the globe.

[jobportal.community.tum.de](http://jobportal.community.tum.de)

[www.community.tum.de/career](http://www.community.tum.de/career)

[www.ikom-tum.de](http://www.ikom-tum.de) (career fairs at TUM)

Links

## Good to Know

### Do I have to know German to work in Germany?

There is no law regarding German skills, but in practice the chances of landing a good job which fits your interests and qualifications will dramatically increase if you have intermediate knowledge (B2 level) of German. Communicating with colleagues and clients will also be easier and therefore German companies consider it one of the most important requirements for potential candidates.

The TUM Language Center offers a wide array of free German courses, training seminars and special programs and will be happy to help you. Check [www.tum.de/daf](http://www.tum.de/daf) for all offers.

### Wortschatz – Vocabulary

*Arbeitszeugnis* – certificate of employment

*Bewerbung* – application

*Bundesagentur für Arbeit* – Federal Employment Agency

*Bürgerbüro (Kreisverwaltungsreferat)* – Registration Office (Department of Public Order)

*Deutsche Rentenversicherung* – German Statutory Pension Insurance

*Finanzamt* – tax authority

*Krankenversicherung* – health insurance

*Rentenversicherung* – pension insurance / fund

*Schreibberatung* – German Writing Assistance

*Steuerfreibetrag* – tax free income

*Steueridentifikationsnummer (Steuer ID)* – Tax-ID number

*Werkstudent* – working student / (part time) job

*Wihi, Hiwi* – academic / student assistant at a university or other higher education institution

# Tips for your Successful Career

## Start early!

Your career starts far ahead of your graduation. Employers expect candidates with practical experience and perfect application documents.

## Learn German!

Your chances of being invited to a job interview increase dramatically with the level of your German language skills. Choose from a wide range of free German courses offered by the TUM Language Center. [www.tum.de/daf](http://www.tum.de/daf)

## Gain practical experience!

Experience from internships and part-time positions will help you find out what work you like to do and is a standard requirement of German employers.

## Prepare well!

The German market is very formal when it comes to the application process – even for internships or part-time positions. Research the information and skills you need to apply professionally and allow for sufficient time to prepare your application documents, including a professional photograph.

## Build networks!

Be active, join various networks, visit job fairs, apply for the TUM mentoring program or get involved in the TUM Network. [www.community.tum.de](http://www.community.tum.de)

## Use services provided by TUM!

Check our website [www.community.tum.de/career](http://www.community.tum.de/career) and search for jobs online via the TUM Jobportal. [jobportal.community.tum.de](http://jobportal.community.tum.de)

## Don't get frustrated!

Expect the process to take a while. Generally job hunting can be a lengthy procedure - not because you are not good, but because there is a lot of competition.

## Alumni & Career

We Are Here for You. For a Lifetime.



### Our Support for your Career

- Events supporting your career start and development
- Career Counseling - online, via phone or by email
- Career Days with application photo shoot
- Online Application Document Check
- Free TUM Career Guide and “That’s my Job” podcast
- Global TUM Network and TUM mentoring program
- TUM Jobportal with jobs in industry
- Online networking: [www.community.tum.de](http://www.community.tum.de)

[www.community.tum.de/career](http://www.community.tum.de/career)

#### Disclaimer:

This leaflet has been prepared for informative purposes. It provides answers to frequently asked questions, as well as an overview of relevant resources. The contents have been researched and compiled carefully and to the best of our knowledge as of April 2023. However, this is not a legally binding text or official legal advice.

Photos: SOMKID – stock.adobe.com, Magdalena Joos



Free of charge

# Online Application Document Check

Application documents differ from country to country. To ensure yours match the requirements of German recruiters, upload them to the online CV-Check and receive feedback from TUM career experts:

[www.community.tum.de/en/career-service/#cv-check](http://www.community.tum.de/en/career-service/#cv-check)

**Not a native speaker?** No worries, the staff at TUM *Schreibberatung* (German) and the TUM English Writing Center (English) are here to help with your documents regarding grammar and wording:

[www.sprachenzentrum.tum.de/sprachenzentrum/sprachen/deutsch-als-fremdsprache/schreibberatung/](http://www.sprachenzentrum.tum.de/sprachenzentrum/sprachen/deutsch-als-fremdsprache/schreibberatung/)

[www.sprachenzentrum.tum.de/sprachenzentrum/sprachen/englisch/english-writing-center/](http://www.sprachenzentrum.tum.de/sprachenzentrum/sprachen/englisch/english-writing-center/)

**Got a personal question concerning your job hunting process or career development?** Take advantage of our individual career counseling sessions. Simply contact us via email at [alumniandcareer@tum.de](mailto:alumniandcareer@tum.de) to make an appointment.

Want to stay up to date with career events and receive tips for your job hunt? Subscribe to our monthly career newsletter for students:

[www.community.tum.de/en/career-service/#newsletter](http://www.community.tum.de/en/career-service/#newsletter)



**Alumni & Career**

[www.community.tum.de/career](http://www.community.tum.de/career)

E-Mail: [alumniandcareer@tum.de](mailto:alumniandcareer@tum.de)

Instagram: @tum.alumni