

A photograph of four diverse students (three men and one woman) standing on a set of stone stairs. They are all smiling and have their arms raised in a celebratory gesture. The student in the foreground is a young woman with long dark hair, wearing a white shirt and a blue and white checkered shirt. Behind her are three other students: a man with short brown hair, a man with short dark hair, and a woman with long dark hair, all wearing blue shirts or jackets. The background is a bright, slightly blurred outdoor setting.

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 §16b (1) AufenthG for studying are entitled to **work 140 full or 280 half days per calendar year** (freelance work not allowed). Alternatively, it is also possible to be employed as a working student for up to 20 hours per week on an annual average. The work permit is included in the legal provisions in the residence permit for students. Work as an **academic assistant (Hiwi/WiHi) may exceed 140 full or 280 half days**, however the *Kreisverwaltungsreferat (KVR)* should be notified. Note: Always check what is written in your residence permit, and in case of doubt, consult directly with the *KVR*.

www.make-it-in-munich.com
www.make-it-in-germany.com
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 - whether paid or unpaid - count as work, meaning no work permit is required if you work less than 140 full or 280 half days per year. If jobs and voluntary internships exceed this upper limit per calendar year (always on a cumulative basis), you will need to obtain approval from the *Kreisverwaltungsreferat (KVR)*.

Compulsory internships, which are required by the study and examination regulations of your degree program, are not regarded as work and therefore are not counted into the annual total of 140 full or 280 half days. They also need no prior approval by the authorities (*KVR*).

I have just obtained my degree at TUM.

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

As a graduate of a German university, you can apply for a follow-up residence permit § 20 AufenthG for up to 18 months in order to search for qualified employment in Germany. During this time, you may take on any job without restrictions to cover your living costs. To ensure a trouble-free transition, you should apply for the new residence permit after you have received your degree certificate.

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

FAQ – Labor Law and Taxes

Do I have to pay taxes in Germany?

This will mainly depend on how much you earn, not on the types or amounts of employment. If you earn less than € 12,096 per year in total (*Steuerfreibetrag*), you will get your taxes back in the next year by submitting an income tax return to the *Finanzamt*.

Where do I get my tax-ID?

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 will automatically receive your tax-ID for Germany as soon as you register a residence address in Germany for the first time at the Kreisverwaltungsreferat (KVR).

Please be aware that all stated figures are valid for 2025 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 € 556 in earnings per month. Their biggest advantage is that almost no deductions (pension insurance is voluntary) are made from this amount, meaning you get the most net salary out of your gross income. You can have more than one minijob; however, if you want to avoid any further deductions, your monthly income should not exceed the limit.

What is a *Working Student*?

A **working student** benefits from exemptions from health, nursing care and unemployment insurance on their salary, provided they keep to an annual working time of 20 hours per week, with the exception of the lecture-free periods. This is the best choice for steady and adaptable part-time work related to your studies.

Do I need to pay social and health insurance?

If you earn more than € 556 per month but less than € 2,000, you pay reduced social insurance. Once your income exceeds € 2,000, you will have to pay full contributions. For your personal social insurance number, contact your German *Krankenversicherung* or *Deutsche Rentenversicherung Bund* (if you don't have a German health insurance).

Can I work in multiple jobs in Germany at the same time?

This is possible, **but we do not recommend it**. Various regulations (working student privilege, work permit as part of the residence permit) apply independently of each other and across different jobs. You are responsible for keeping an overview. The regulations are designed to **keep focus on your studies**. In practice you can lose the working student privilege if two jobs together exceed the annual average framework of 20 hours per week. Your social security contributions will increase, so that the **extra work is not directly reflected in your net income**. It makes more sense to increase your working hours in one job, for example, during lecture-free periods.

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 Jobportal** 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 next step is being invited to up to 3 rounds of **job interviews** (telephone, online or in person) or an assessment center followed by a job offer. We recommend that you start your active search at least four months before you expect to graduate.

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

www.community.tum.de/career

www.ikom-tum.de (career fairs at TUM)

Links

Do I have to know German to work in Germany?

In practice the chances of **landing a good job** which fits your interests and qualifications will dramatically increase if you have **intermediate knowledge (completed 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 German Writing Assistance and will be happy to help you. Check the website for all offers: www.tum.de/daf

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

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

Use services provided by TUM!

Check our website www.community.tum.de/career and search for jobs online via the TUM Jobportal. 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 Free Support for Your Career

- Events supporting your career start and development
- Virtual Career Counseling - get personalized advice
- 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
- Monthly Career Newsletter for students
- Further questions: alumniandcareer@tum.de

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 September 2025. However, this is not a legally binding text or official legal advice.

Photos: iStock.com/michaeljung, Magdalena Joos, TUM

Engineers for Germany

New Program for International Students.

New

Germany needs top-notch engineers like you. Navigating the German job market can be tricky, especially for international students. This program helps decode the German job scene and prepares you for success. Discover how we can support your journey from TUM to a stellar engineering career in Germany.

www.community.tum.de/engineers-for-germany

This program is supported by the
Federal Ministry of Research, Technology and Space (BMFTR)
and the German Academic Exchange Service (DAAD).

With funding from the:



Federal Ministry
of Research, Technology
and Space



Deutscher Akademischer Austauschdienst
German Academic Exchange Service

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