

Tenure track contract with **NAME**

Introduction

The Faculty of Science considers the tenure track construction as a valuable addition to the existing personnel structure offering increased personal development possibilities. The faculty's objective is to offer a career to outstanding, internationally oriented scientists in which performance will determine the course of their career.

NAME

(hereinafter 'the candidate') will be appointed by the university, with a development contract in compliance with tenure track appointments. For this appointment article 6.5a (tenure track) will apply.

1. The Tenure Track process and duration:

The tenure track process commences at **DATE** and has a term of **6 years** and thus ends by law **DATE**. The candidate will be appointed at the beginning of the procedure as **UD 2**. The ultimate goal of the tenure track procedure- based on a positive final assessment - is a permanent appointment to the post of **UD1**. Should the mid-term review process conclude that the ultimate goal of the project is unfeasible, and that re-location elsewhere in the institution is impossible, then the contract will be terminated.

2. Evaluation Process

During the tenure track process, in addition to the regular annual assessments, two reviews will be undertaken by the tenure track committee. These assessments will be carried out in accordance of the provisions of the guidelines on assessment of academic staff which are applicable within the faculty, such as the UFO profile and the guidelines for assistant / associate professor. Additional criteria that should also be fulfilled for each assessment are individually determined and recorded below.

Midterm review

Additional criteria:

The final assessment takes place at the end of the **6th year** of the tenure track process. A positive review will result in a promotion from **UD2 to UD1**.

The additional evaluation criteria are:

Research Implementation

- Demonstrably made a productive start to their own line of research;
- Translation of long-term research vision into concrete goals;
- Significant contribution to the implementation and coherent development of the research program of the section;
- Valorisation of research;

Acquisition of 2nd and 3rd-stream funding

- submitted at least two research grants
- award of at least one open competition research grant in the candidate's name from 2nd or 3rd stream sources with a total amount of $\geq 160k$ €; or
- award of at least one open competition research grant as a co-applicant with a total amount of $\geq 320k$ €;

Publications

- On average more than two publications per year in international peer reviewed journals, of which at least one per year is 1st author or last author in publications with three or more authors;
- At least 100 citations, of which 50 as 1st author;

International Stature

- At least one invited lecture at international scientific meetings;
- Referee for at least 5 articles in international journals, or membership of a grant evaluation committee;

Supervision

- Active (daily) supervision of at least one PhD student or postdoc;

Education

- BKO achieved
- At least a few years' experience with two different teaching duties in the bachelor's or master's programs, coordinator of a course or development of a significant proportion ($\geq 50\%$) of a new course
- Supervision of at least five research internships Bachelor or Master during the last two years

Span of control

- At least one clearly defined management or organizational tasks within the section or department;
- shown to be capable of supervising and guiding PhD students/ researchers to motivate and instil them with enthusiasm;

In the event of a negative midterm assessment, an implementation plan will be agreed with the candidate that provides the opportunity to meet the required criteria. This plan will clearly sets out what is expected of the employer and the employee. If it proves impossible to meet the criteria set out above in spite of the implementation plan, early termination of the contract will be instigated after an investigation of possible reassignment to alternative positions in the University.

In the event of a negative final assessment at the end of the tenure track procedure, the candidate is no longer appointed and the contract ends by operation of law. The remaining duration of the appointment, can be used for a redeployment process.

3. Teaching Load

- The teaching load (including teaching coordination) is about **50%** of the working time.

4. Supervision of the candidate.

NAME is appointed as a scientific supervisor to help guide the candidate through the process. Each year, an annual interview takes place between the candidate, the supervisor and the formal manager and the results are reported in detail. This report is submitted to the department director and the personnel file.

5. Facilities

NA

5. Additional agreements (if applicable)

NA

Attachments

- UFO-profiles
- Competence profiles
- Guidelines for assistant professor

Signatures for approval:

Name Candidate

Name, on behalf of the employer