

## **IGB-internal Guidelines for Tenure Track Procedures for Junior Group Leaders**

Valid as of 1 May 2019

**Objective:** Setting up new working groups at IGB by staffing junior group leader positions in a tenure track process with transparent rules

- tenure track procedures for junior scientists who have not led a working group yet
- applicable for working group leaders with initially fixed-term contract at IGB (junior group leaders) in order to set up a working group of their own
- typically starts 3-6 years after PhD graduation
- two-phase process extending over a period of 2 x 3 years (72 months in total) and mid-term review after 3 years; extension of the period can be applied for in the case of parental leave, severe diseases or care of relatives.
- After successful evaluation at the end of phase 2: promotion to senior group leader position with a permanent contract at IGB

**Phase 1:** 36 months in any case, start of evaluation in month 25, completion of evaluation in month 30.

### **Objectives:**

- independent development of an internationally innovative and separate topic that has a strategic fit with IGB
- topic and person must have a potential for high international visibility
- preparation of set-up of working group of their own
- shaping a personality as independent researcher
- network within IGB is generally advisable, but not a primary condition

### **Criteria for the evaluation end of month 30:**

- successful application for an own third-party fund (minimum 100,000 €, at least one personnel position); involvement in joint projects (e.g. EU partial projects without coordinator or WP leader position) is usually not sufficient
- at least one submitted paper to a leading journal that is relevant for the topic dealt with at IGB (e.g. also review/opinion papers) as first author and/or group leader (usually to be recognized as last or second author for articles where group members are the first authors)
- a total of at least 5 accepted publications for the period months 1-30, also as co-author through co-operation relations
- drafting/exploring network potentials for the topic within IGB with a view to preparing the second tenure track phase

The mentoring group (see below) will submit the evaluation report to the Senior Management Board of IGB (LGI) for voting.

In the case of a positive evaluation: progress to phase 2 of the tenure track process

In the case of a negative evaluation result: termination of the tenure track process

**Phase 2:** 36 months in any case, start of evaluation in month 25 (61 months in total), completion of evaluation in month 30 of second phase (66 months in total).

**Criteria for the evaluation end of month 66:**

Regarding the development of the research group:

- evaluation by external reviewers (possibly members of the Scientific Advisory Board): future perspectives, innovation potential, successful implementation, strategic fit with IGB (not only publication performance)
- at least three accepted publications of the working group from the period months 31-66 (3 years after evaluation of phase 1) as first author or group leader
- additionally at least two further submitted papers of the working group
- at least one further third-party funded project that has been successfully applied for

Evaluation of the overall performance:

- a total of at least 7 accepted publications in the period months 31-66 (>2 per year), as main or co-author (including the publications of the working group)
- at least one research field related paper in a top 10% journal (e.g. according to the field ranking in the Web of Science) (also through co-operations outside of IGB).
- indicators of international esteem and commitment (e.g. overall evaluation by expert reviewers, scientific awards, nominations for international committees, editorial boards of renowned journals, membership in expert groups)
- commitment at IGB also beyond science

The mentoring group (see below) will submit the evaluation report to the Senior Management Board of IGB (LGI) for voting.

In the case of a positive evaluation: permanent contract as senior group leader

In the case of a negative evaluation result: termination of the tenure track process.

**Members of the mentoring group:**

- Head of Department
- Director
- IGB Mentor (chosen within the first 2 years by the scientists themselves)

### **Individual objectives to be agreed on**

- are defined by the mentoring group after consultation with the scientist (junior group leader)
- specify the general criteria with regard to the scientist, their special life situation, research field, and ways of promotion
- may not be below the general criteria
- are being updated after a period of 12 months respectively
- define objectives for the next 12 months
- document progress as well as deficits with regard to the evaluation criteria