

## Rules for HZDR Junior Research Groups

HZDR junior research groups serve to promote talented young scientists and are intended to offer the opportunity to qualify for an appointment to a scientific leadership position within and outside the HZDR.

- 1) The duration of the HZDR junior research groups is initially limited to three years. After the first three years, a midterm evaluation (point 7) will take place. Thereafter, there is the option to extend the junior research group to five years or the possibility of tenure-track if the candidates have achieved outstanding performance during the duration of the group. This includes, for example, the acquisition of significant third party funded projects (DFG, BMBF, Free State of Saxony, EU,...), knowledge and technology transfer as well as publication activities. After five years, the final evaluation of the HZDR junior research group takes place.
- 2) Through a public HZDR call for applications on September 1 (application deadline November 1 of each year), candidates who meet the eligibility requirements (point 3) can apply for a HZDR junior research group via the institute director(s). The selection of the groups will be made by an internal committee chaired by the scientific director and with the involvement of the responsible institute director no later than four weeks after the application deadline. A maximum of one new HZDR junior research group is established per call. The new group can start its work on the date of the appointment certificate of the board of directors or up to six months thereafter.
- 3) Scientists who have demonstrated their ability to conduct independent research through significant scientific achievements beyond their dissertation, such as publications, supervision of dissertations, successful acquisition of third party funding and patents, and whose work program is in line with the strategic interests of the HZDR may be appointed head of a HZDR junior research group up to a maximum of six years after completing their dissertation.
- 4) Childcare periods can be credited in analogy with the DFG rules with up to two years per child.
- 5) Application documents to be submitted: outline of the planned scientific work program (approx. five pages) with a section on the planned transfer strategy and the possible connection to a university (teaching obligations), CV, list of publications, patents and at least one letter of recommendation.
- 6) Regarding their scientific work the leader of the HZDR junior research groups are thematically bound to their respective institute and are not subject to any restrictions in respect to the implementation and execution of their scientific work. Individual, measurable target agreements, such as the number of publications, the acquisition of third party funding, and the involvement in the education and training of students in the form of internships and/or teaching, are to be agreed with the respective institute director. The institute director supports the junior research group leaders with their affiliation to the partner university (teaching, TUD Young Investigator Status).
- 7) After three years, an internal commission chaired by the Scientific Director carries out a midterm evaluation of the HZDR junior research group. For this purpose, at least two external reviews are requested in advance. If the commission recommends it, the funding of the junior research group can be extended by two years. The implementation of the midterm evaluation is regulated in Annex 1. If a continuation of the group is not

recommended, a follow-up appointment at the institute should be made for the duration of six months.

- 8) The institute provides the HZDR junior research group with the infrastructure required to carry out the work. The personnel and material equipment of the HZDR junior research group will be regulated after its establishment in agreement with the responsible institute director via a board of director's decision. The funding of the HZDR junior research group includes the group leader position, a doctoral student, a postdoc as well as 25 T€ per year for consumables, whereby the maximum funding by the executive board amounts to 120 T€ p.a.
- 9) The institutes commit themselves to the continued employment of the doctoral students of the HZDR junior research group for at least six months until the submission of the doctoral thesis, regardless of the evaluation result. The employees of the HZDR junior research group are hired and dismissed by the HZDR Board of Directors after selection and recommendation by the junior research group leader in agreement with the responsible institute director.
- 10) The heads of the HZDR junior research groups draft the annual budget proposal for their group and submit it to the responsible institute director. The heads of the HZDR junior research groups receive the administrative responsibility for their group in respect to budget and personnel. In support, regular feedback meetings with the respective head are mandatory.
- 11) In order to strengthen the expertise in the field of leadership and employee management, the participation in suitable further training measures, such as the Helmholtz Leadership Academy or the Graduate Academy of the TU Dresden, should be obligatory for the heads of the HZDR junior research groups.
- 12) The leaders of the HZDR junior research groups should be permitted to participate in scientific meetings, such as department head meetings or strategy workshops.
- 13) The use of the HZDR facilities by the HZDR junior research group is subject to the regulations applicable at the HZDR.

## **Appendix 1: Midterm evaluation process for HZDR Junior Research Groups**

After three years, a commission chaired by the Scientific Director performs the midterm evaluation of the HZDR junior research group. The criteria for the evaluation correspond to the tenure track procedure at the HZDR. A commission consisting of:

- Scientific Director
- Head of the WTR
- Director(s) of the institute
- Head of the department from the respective institute
- Possibly further scientists
- Equal opportunity representative

Conducts the evaluation. Based on the scientific presentations, the requested external reviews and the discussion with the junior research group leader, in which the future tasks and projects of the group also play an important role, the commission is to make recommendations on the perspective of the junior research group and its leader.

### Evaluation procedure:

The leader of the junior research group presents the results in a 20-minute overview lecture as a basis for the discussion. Other members of the junior research group can also participate in the evaluation with their own short presentations.

- Closed session of the review committee (15 min)
- Presentation of the junior research group leader and discussion (30 min)
- Short pitches (approx. 5 min) of selected team members (scientists and technicians) and discussion with team members (30 min)
- Laboratory tour (30 min) optional
- Final discussion of the evaluation panel (15 min)
- Result and recommendations to the junior research group leader

### Documents to be submitted:

Documents must be submitted to the Scientific Director no later than five weeks prior to the deadline. They consist of a scientific success report (approx. 5 pages) and an additional document that should address the following topics:

- Team structure (current personnel list)
- Integration of the junior research group into the POF, the HZDR and the institute
- Future vision
- Transfer strategy, patents
- Six reviewer proposals
- CV and publication list
- Teaching
- Third-party funding
- Topics of supervised doctoral theses, completion dates and grades as well as supervised bachelor's, master's and diploma theses

The perspective for the junior research group leader after positive evaluation of the work of the junior research group is based on the guideline for "Quality assurance for young scientists in the HZDR ("tenure track")", which the HZDR board approved on 25.01.2007.