

Summary of the Leibniz Association guidelines regarding career development, equality and appointments to academic management positions

(informal summary for Leibniz Competition reviewers as of 27.03.2023)

Leibniz Guidelines on Career Development

The career guidelines of the Leibniz Association aim to create reliable prospects for junior academics. They apply to junior academics who are in the process of obtaining their doctorate or who have already done so, including the leaders of junior research groups. In the context of the Leibniz Competition, please pay particular attention to the following objectives:

- Employment contracts: Wherever possible, Leibniz institutes should offer employment contracts that provide entitlement to social security. This already applies at the doctoral candidate level. Scholarships can be awarded to researchers from outside Europe, who do not benefit from employment contracts that provide entitlement to social security.
- Remuneration: Based on the DFG's "[Information concerning payment of doctoral candidates](#)", positions that are generally 65-75% in scope should be created. Post-doctoral academics generally receive full-time positions. Remuneration should be made based on the [DFG's personnel rates](#) or higher. In the Leibniz Association's view, leaders of junior research groups in the Leibniz-Junior Research Group Programme satisfy the prerequisites for classification within salary group 15 TV-L. However, the decision on classification is a matter for the employing university or research institution in each particular case.

Leibniz Equality Standards

The Leibniz Association views good working conditions at its institutes as a competitive advantage in recruiting highly qualified personnel. In the context of the Leibniz Competition, please note the following aspects:

- Recruitment: As long as equality has not been achieved, preference in recruitment should – while always giving precedence to professional excellence – in principle be given to women; i.e. where the quality of applications is equal, priority should be given to female applicants.
- Target quotas: For 2025, the Leibniz Association has determined the following target quotas: women should make up 29% of institute directors; 41% of heads of department; and 47% of research group leaders and junior research group leaders.
- Family: The compatibility of work and family is supported for women and men. For the Leibniz Competition, this means that when assessing the career of female and male applicants, please take into account any potential child- or eldercare times.

Standards for the appointments to academic management positions within the Leibniz Association

The Leibniz recruitment standards provide a shared, qualitatively grounded framework for appointments to academic management positions within the Leibniz Association.

In the context of the Leibniz Competition, please note the following aspects:

- Candidates' qualifications: Within the international competition for the best minds, outstanding and globally active researchers should be attracted and retained when filling management positions. Here, pro-active procedures can and should also be used.
- Collaborations with universities: In the case of joint appointments, the applying institute should also present the content and strategy of the collaboration between the respective university and Leibniz institute.
- Prospects for junior academics: The applying institute should offer junior academics attractive conditions, such as early independence, competitive facilities and networking opportunities.
- Equal opportunities: When filling management positions, adherence to equality standards must be enforced throughout the entire procedure. Here, the plannability of an academic career is a key element in making career and family compatible.