

Tenure Track Professorship

Objective

Wübben Stiftung Wissenschaft's Tenure Track Professorship program supports German universities in appointing and onboarding **scholars in the R3 career stage** from around the world. It addresses a gap in the funding landscape and enhances the competitiveness of German universities in their quest for the best. The program not only offers international scholars the opportunity to carry out innovative research projects in an attractive working environment, but also provides reliable career prospects in the German academic system.

Funding

If the application is successful, Wübben Stiftung Wissenschaft will cover half of the costs of a tenure track professorship at the applying university. Furthermore, the Foundation provides additional funds amounting to 10 % of its share of the costs. These are made available to the scientist as unrestricted research funds. The maximum amount of funding that can be applied for (including unrestricted research funds) is **€1 million** (for a five-year tenure track period) or **€1.2 million** (for a six-year tenure track period).

Eligibility

All German universities are eligible to apply. The position can be filled either by appointing a designated successor to the professorship, by filling a currently vacant professorship, or by creating a new professorship. The university must create a permanent W2 or W3 position if the candidate completes the full tenure track period successfully. Each university may submit one application per call, deadlines are listed on the Foundation's website. Universities can apply with candidates who hold a doctorate and **have been living and working outside of Germany for at least three years**. Candidates must not return to the institution where they obtained their doctorate. To be eligible to apply, the university must have completed an internal selection procedure or is planning a direct appointment. Universities that have already made an offer of a professorship may still apply, provided the offer has not yet been accepted.

Application

Applications can be submitted via the Foundation's web portal.

The application consists of three sections (**A-C**) as well as a budget plan (**Section D**).

Section A comprises documents that show how the professorship is relevant to the university. This section contains the following:

- A statement explaining the **candidate's relevance for the institution's strategy**. Here, the university should outline how it expects the candidate's appointment to align with the university's research focus, teaching, and its internationalization strategy. This section sets out how the university plans to integrate the candidate into the respective institute or faculty, along with any collaborative research. In addition, it describes the funding needed to cover material expenses, staff, equipment, and additional resources as well as access to research infrastructure provided by the university for the tenure track period.
- A **binding offer** of a designated, **permanent professorship** (W2 or W3, existing or new position) including the funding to cover staff and material expenses that will be available to the candidate after the tenure track period has been successfully completed.

Section B is provided by the candidate. It contains:

- A **CV**.
- A description of the candidate's **research focus** as well as the pioneering approach that they/the candidate intends to pursue during the tenure track period.
- A letter explaining the candidate's **motivation** to join the applying university and, more broadly, the German academic system.

In **Section C**, the university outlines its onboarding measures. This section contains the following:

- A description of the university's **existing onboarding processes** for newly appointed international researchers on a permanent contract. In addition, the university outlines how it will help the candidate integrate into their new professional setting and settle into life in Germany. If applicable, this section also outlines **tailored support** and **dual career measures**.

A budget plan (**Section D**) submitted with the application shows a breakdown of all costs.

Selection Procedure

Applications undergo a multi-tiered peer review procedure. Reviews for the scientific sections (A and B) and the onboarding section (C) will be carried out separately.

Sections A and B are evaluated by reviewers from the candidate's research area. These reviews are then discussed by the Foundation's **Research Board**, which issues funding recommendations. **Section C** is reviewed by experts who evaluate the applications based on their experience in onboarding international researchers. In the final ranking, the Research Board's vote is weighted at 80 %, the vote of the experts on international mobility at 20 %. The Foundation bases its decision on this ranking and the availability of funds.

Application Deadline

Applications can be submitted twice a year. Deadlines are announced on the Foundation's website.

Start of the Professorship

Wübben Stiftung Wissenschaft will announce its decision six months after the deadline. The Foundation expects the candidate to begin the professorship within the subsequent twelve months.