

Appointment Accelerator (Tenure Track)

Objective

Wübben Stiftung Wissenschaft's *Appointment Accelerator (Tenure Track)* program supports German universities in appointing international researchers to tenure track professorships. The Foundation provides the universities with top-up funding for staff and material resources and onboarding measures so that they can successfully conclude appointment negotiations with **researchers in the R3 career stage**.

Funding

Universities can apply for funding of **up to €400,000** for appointment negotiations. The need for additional funding must be justified in the application. The amount of funding may not exceed the cost of the resources provided by the university exclusively for this professorship. Third-party funding from other providers (e.g. ERC Starting Grants and WISNA funds) can be counted as part of the university's contribution. Universities are free to use the Foundation's funds during the tenure-track period (five or six years, respectively) for personnel expenditure for the research group and for material expenses and investments, as well as onboarding and dual career measures.

Eligibility

All German universities are eligible to apply. The tenure track professorship appointment can be for an existing professorship (to fill a vacancy or in anticipation of an upcoming vacancy), or for a new professorship. Following a successful final evaluation, the university must create a permanent W2 or W3 professorship (existing or new post). Applications may also be submitted to appoint leaders of junior research groups, provided a professorship appointment or offer of a permanent contract is envisaged following a positive final evaluation. Each university may submit one application per call. Candidates must have been **working outside of Germany for at least three years** at the time of application. 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 be 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

University leadership teams can submit applications in English via the Foundation's application portal.

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

Section A consists of 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 internationalization strategy. This section sets out how the university plans to integrate the candidate into the relevant institute, faculty, and any collaborative research programs.
- A statement of the material and personnel **resources**, premises, other resources, and research infrastructure **provided by the university** for the professorship.
- A justification of the **funding applied for** and why it is needed to secure the candidate's appointment.

Section B comprises all reviews obtained as part of the appointment process, and the candidate's CV as submitted with the application.

Section C deals with the **onboarding** plans for the candidate. This section comprises:

- A statement by the candidate of their **onboarding and dual career requirements**.
- The relevant components of the **university's existing onboarding program** for international researchers and an explanation of how these will be used to integrate the candidate into the university, city, and German society.
- A description of the additional set of **ad personam measures** and **dual career offers** for which funds are being requested.

Section D of the application consists of a **budget plan** with explanations of the individual budget items.

Deadlines

Applications can be submitted by the deadlines announced on the Foundation's website.

Selection process

The funding decision is based on the submitted scientific reviews. In addition, experts for international mobility will evaluate the onboarding and dual career measures described in the application.

Funding decision

Wübben Stiftung Wissenschaft will announce its funding decisions two to three months after the application deadlines published on its website. It expects the candidate to take up the professorship within 12 months of funding being approved.