

# Tenure Track Professorship FAQs

## Who is eligible?

### Which universities and higher education institutions are eligible to apply?

German universities and educational colleges (Pädagogische Hochschulen) that hold university status are eligible to apply.

### Is it possible to apply for funding for an appointment arranged jointly by a university and a non-university institution?

Only German universities and educational colleges (Pädagogische Hochschulen) that hold university status are eligible to apply. A joint appointment will only be accepted if such an institution submits the application and shares no more than 49.9 % of the entire funding amount with their non-university partner.

### Can a university alliance / network submit an application?

Yes, but out of the network, a single university needs to be determined to submit the application on behalf of the alliance – it should be that university that will also serve as employer for the professor. In the application portal, the integration of the candidate in the university network can be described in the section “Relevance for the university”.

### Can a single university submit multiple applications?

No. A single university may only submit one application for each program and for each call.

## Candidates

### What are the eligibility criteria for researchers?

Universities can submit an application for an international scholar whom they want to appoint to a tenure track professorship. The applying university runs a formal check to assess the candidate's eligibility for a tenure track professorship in accordance with the provisions of federal state law.

It is also possible to obtain funding for researchers who hold a German passport; however, all candidates must have been living and 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.

### When can an application be submitted?

The application can be submitted as soon as a candidate has been selected through the university's processes. This can already be the case when a department, faculty, or senate has approved the selection. The application can also be submitted if the offer (Ruf) has been made to the candidate but not yet accepted.

If a direct hire (Direktberufung) is planned, an application can be submitted as soon as the candidate has been selected.

Please contact the head office if you are unsure whether a candidate is eligible.

**Can I apply if the candidate has already accepted a professorship?**

No. At the time of application, an offer must not yet have been accepted.

**Can I submit an application for candidates who are supposed to lead a Junior Research Group or non-permanent professors with tenure track eligibility?**

Yes, if their position is comparable to a tenure-track period, i.e. if the candidate is offered a permanent professorship at the start of their contract. As in tenure-track procedures, their appointment to a permanent post may depend on a positive evaluation. Please contact our head office should you have any queries regarding a candidate's eligibility.

**How much teaching experience should the candidate have?**

Teaching experience is not quantitatively evaluated. Rather, the application should give compelling evidence as to how the candidate will benefit the university's teaching activities in the medium and long term and how research findings will be incorporated into teaching.

**Can applications be submitted for candidates who have successfully applied for a ERC Starting Grant?**

Yes. In this case, a shorter decision-making process may be possible as the Foundation would not necessarily need to organize a separate review process but would only have the Experts on International Mobility review the proposed onboarding measures. However, this would require that the original reviews for the ERC Starting Grant application are made available to the Foundation. In such cases, please contact the Foundation's head office.

**Can applications be submitted for candidates who are currently Visiting Fellows in Germany?**

Yes, if they are still formally employed at a research institution abroad (Even if put on hold for the time of the fellowship) and they have been living and working abroad for at least three years before starting the Fellowship in Germany.

**Funding application and use of funding****How much funding can I apply for?**

The maximum amount of funding available is €1 million (for a five-year tenure track phase) and €1.2 million (for a six-year tenure track phase). When applying for the full funding amount, the university's matching contribution is €900,000 for a five-year tenure track phase and €1,080,000 for a six-year tenure track phase. University overheads do not count towards the university's contribution.

For instance, if the university applies for €800,000 from Wübben Stiftung Wissenschaft, the university will have to match this amount and equally contribute €800,000. In addition, Wübben Stiftung Wissenschaft will make available €80,000 to the tenure track professor in the form of discretionary funds.

**Must the university's financial contribution towards the post be drawn from its regular budget?**

No. Universities can access third-party funding to match the financial support provided by Wübben Stiftung Wissenschaft.

**How can the funding provided by the program be used?**

You can apply for funding to cover staff and equipment expenses associated with the professorship as well as dual career and onboarding measures. Investments can only be covered if the application makes it evident that these are only to be used by the candidate and their team.

**What is covered by onboarding and which measures can be applied for?**

Wübben Stiftung Wissenschaft understands “onboarding” to mean all measures that are specifically designed to meet the needs of researchers and to help scholars quickly and easily settle into their new working and living environment.

Such funding can therefore be used to cover expenses such as the candidate and their family’s relocation costs and to help them settle into life in Germany. This can include costs to cover temporary accommodation or realtor services, one-on-one language courses or services such as accompanying individuals to appointments or helping with other administrative tasks, childcare expenses or dual career measures for the researcher’s partner. Equally, these funds can be used to integrate the researcher into their new professional setting, covering expenses such as one-on-one coaching, mentoring programs, or further training.

Please be aware that the Foundation provides private funding which can be used in a much more flexible manner than public funds. Please contact the head office before starting an application to discuss the ways in which you want to support the candidate.

**What do I need to keep in mind regarding Onboarding expenses?**

According to German fiscal law, services such as expenses for realtors / estate agents, childcare, temporary accommodation etc. could be regarded as non-cash monetary advantages for which tax has to be paid retrospectively. This can be circumvented by listing these benefits as “Berufungsleistungsbezug”. When considering such services, please get in touch with your university’s financial department / controlling early in the process and discuss possible solutions with the foundation.

**For which dual career measures can the funding be used?**

Funding can be used to cover expenses for career coaching sessions, recruitment agency services, or costs for staff based at the university or at other research institutions.

**Can funding be used to cover staff expenses?**

Funding can be used to create posts that benefit the research project directly or to cover costs associated with dual career measures. Please note that staff funded through the Wübben Stiftung Wissenschaft must be employed in full-time positions. The Foundation also expects that newly hired PhD students are offered four-year contracts and that postdoctoral contracts cover at least two years.

These rules only apply to positions funded by the Foundation’s contributions. Exceptions can be possible if the university demonstrates that additional funds for converting a part-time position applied for into a full-time contract, or if it can show that the employee in question does not wish to be employed full time or has explicitly asked for a shorter contract.

**Am I eligible to apply for/continue to receive other funding if I’m already being funded as a tenure track professor?**

Yes. If you have received approval or applied for any other third-party funding, or intend to submit a specific funding application in the future, please include this in your application.

**What isn’t covered by the funding?**

Funds **cannot** be used to cover the cost of basic equipment or overheads. Costs for investments will only be awarded if the application clearly states that the investments in question are required solely for the professorship stated on the application.

## Submission and application procedure

### How many funding rounds does Wübben Stiftung Wissenschaft have per calendar year?

Calls for applications will be made twice a year. The current deadline can be found on the Foundation's website.

### Can I also submit applications in German?

No. Applications may be submitted in English only.

### Who should take the lead in preparing and submitting the application – the president's office, the rectors, the faculty, or the institute?

This is up to the applying university to decide. Please ensure that the contact person named in the application has the authority to provide Wübben Stiftung Wissenschaft with further information and speak on behalf of your institution.

### How is a funding decision reached?

The scientific sections and the onboarding and dual career measures are reviewed separately. A scientific evaluation is carried out by external reviewers. All applications' onboarding and dual career measures will be assessed and ranked by a group of experts on international mobility. The Research Board assesses applications based on their external reviews and produces an interdisciplinary ranking of eligible submissions. In the final ranking, the Research Board's vote is weighted at 80 % and the international mobility experts' vote at 20 %. The Foundation bases its decision on this ranking and the availability of funds.

### How long will it take for a decision to be made?

The Foundation's funding decision will be announced no later than six months after the call's closing date.

### Are there funding quotas for certain disciplines, subjects, universities, federal states, etc.?

No. The Research Board's funding recommendations are science-driven and based on the evaluations provided in the expert reviews.

### Will I receive feedback if my application is unsuccessful?

If the evaluation and decision-making processes result in feedback that could be useful for future submissions, the Foundation will pass on this information to the applying university.

### When is the deadline to accept funding or begin the professorship?

The appointment must be accepted no later than three months after funding has been approved, and the professorship must begin within the subsequent nine months.

## Uncategorized

### Can you offer me advice as a researcher on how to negotiate with the applying university?

Wübben Stiftung Wissenschaft can only provide guidance on joint applications with a university as part of this program. If you wish to contact us, please do so either by telephone or email. We suggest contacting organizations such as the [Deutscher Hochschulverband](#) or [Guidance, Skills & Opportunities for Researchers e. V.](#) for advice on negotiating with universities.