

Tenure Track Professorship

Objective

Wübben Stiftung Wissenschaft's *Tenure Track Professorship* program supports German universities in appointing and onboarding international researchers **in the R3 career stage**. The grant offers researchers excellent material and personnel resources, provides funds for onboarding and dual career measures, and opens up reliable prospects for their career in Germany.

Funding

Universities can apply for **up to €1 million** (for a five-year tenure track period) **or up to €1.2 million** (for a six-year tenure track period). The funds can be used to pay for the salary, personnel, material expenses, and investments, as well as onboarding and dual career measures. The university must match the Foundation's funding. Salary costs can be included in the university's contribution, as can third-party funding from other providers (e.g. ERC Starting Grants and WISNA funds).

The Foundation will make 10 % of its share of the funding available to the researcher as unrestricted research funds.

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 for 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. The staff and material resources, premises, other resources, and research infrastructure provided are also mentioned in this section.
- A **binding mention** of the permanent **W2 or W3 professorship** to be offered to the candidate at the end of the funding period if their final evaluation is positive.

Section B, to be completed by the candidate, consists of:

- A **CV**.
- A description of the **research topic** that the candidate will be working on during the tenure track period.
- A statement in which the candidate presents their **motivation** for switching to the German research system, with reference to the university making the application.
- An outline of the candidate's own **onboarding and dual career requirements**.

In **Section C**, the university explains the measures for **onboarding** the candidate. This section comprises:

- A presentation of the **existing onboarding program** for international researchers and an explanation of how this program will be used to integrate the candidate into the university, city, and German society. The additional set of **ad personam measures** and **dual career offers** are also described in this section.

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 applications are assessed in a **multi-stage peer review process**. The scientific sections (Sections A and B) and the onboarding section (Section C) are evaluated separately. **Sections A and B** are evaluated by **external expert reviewers** from the relevant research field. The **Foundation's Research Board** conducts a comparative assessment of all applications, taking into account these written reviews, and issues funding recommendations. **Section C** is evaluated by experts with experience in onboarding international researchers.

The Research Board's vote is given an 80 % weighting, and the vote of the experts for international mobility is given a 20 % weighting in the final funding ranking. The Foundation allocates funding in line with the final funding ranking and its financial capability.

Start of the professorship

Wübben Stiftung Wissenschaft will announce its funding decision five to six months after the application deadline published on its website. It expects the candidate to take up the professorship within 12 months of funding being approved.