

Dorothea Schlözer Postdoctoral Programme for female postdocs

Information for employees, faculties and institutions

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1. Aims of the program

The Dorothea Schlözer Postdoctoral Programme (formerly Dorothea Schlözer Scholarship Programme) is one of the core components of the Dorothea Schlözer Programme of the Georg-August University Göttingen that was set up in April 2009 with the aim of promoting equal opportunities and personnel diversity on Göttingen campus.

The Dorothea Schlözer positions for female postdocs are offered to young academics in their early postdoctoral time. The positions are awarded on the base of a project proposal and are supposed to give an opportunity to further develop independent research and prepare future third-party funding. The development of an individual research profile and relevant academic skills (such as publications, lectures, research-oriented teaching, and international networking) is considered part of this process. The placement holders will be supported in professional orientation and career development through workshops.

2. Position's scope and term

The positions awarded by the Dorothea Schlözer Postdoctoral Programme are **TV-L 13 positions** with a **term of 2 years** and a scope of **100%**. **Part time employment** due to familial commitments is possible, in this case the position's term is extended accordingly.

The positions are subject to the Federal Public Service Scale (Tarifvertrag für den öffentlichen Dienst der Länder) as well as the Law on Academic Fixed-Term Contracts (Wissenschaftszeitvertragsgesetz). The University's guideline on reconciliation of work and family life (extension of positions in case of maternity leave, parental leave or leave for reasons of home care of family members as well as the right for part time employment due to familial commitments) is fully transposed within the program. The positions are scheduled to start on **October 1st**. It is possible to start later if there are reasonable grounds, especially in the University Medical School.

Allocation to a TV-L-salary bracket is carried out on the basis of the employee's relevant professional experience. The University, insofar as possible, acknowledges academic achievements that were accumulated during a period on a scholarship if the scholarship was followed by an employment as academic staff member.

Further information for employees can be found on the website of Human Resources Department:

<http://www.uni-goettingen.de/en/207850.html>

3. Financing

Financing of the positions is composed of 85% centrally administered funds (Fund for Structure and Innovations) and 15% funds administered by the respective faculties, where the positions are located. The cooperating institution within the faculty provides further required financial resources (working place, equipment, necessary infrastructure for the research). The Medical Center (UMG) has its own financing model.

4. Duties of employees

In accepting the position, the position holder commits to **report on her research progress** regularly, take up offers for further **training opportunities** (especially the Dorothea Schlözer Career Coaching and Mentoring Programmes), and participate in **evaluation procedures**. Nina Gülcher, Programme director, can assist in choosing suitable training offers.

The position aims at promoting the further academic qualification and career of the employee. Assignments that do not serve these purposes are not to be part of the job specification.

The position also includes **teaching responsibilities of four semester periods per week**. Teaching should be research oriented as well as usefully complement the employee's teaching portfolio. It is not to be used for meeting the basic requirement in teaching of the respective institute or course of studies.

5. Duties of cooperating institutes and persons

a) Annual Employee Reviews with focus on career development

In order to optimally support and advise the Dorothea Schlözer employees, annual employee reviews will be conducted between the employee and the cooperating academic person (for example the supervising professor). Those annual reviews should be complemented by regular talks every six months, for example on acceptance of the position. Topics of these talks can be the intermediate research results of the employee (progress made so far and compliance with the schedule) as well as the academic career and personal and professional opportunities for further qualification with regard to it. The realization of the interviews and talks is recorded by both parties and reported to the programme director.

b) Concept for ongoing qualification and integration of employees

A concept concerning the ongoing qualification and integration of the future employee has to be prepared, agreed upon and reported to the programme director before accession of the position. Against the background of the programme's aims as put forward above, the concept should briefly describe the planned integration of the future employee in the professional network of the respective institute or faculty and beyond. Furthermore, it should specify the planned offers and measures designed to promote the future employee on her career path. Faculty specific concepts of academic career paths should be taken into account in planning these offers and measures. Following aspects can be instructive in this regard:



- I. Please describe the connection of the future employee's research project with the existent professional contexts and networks within the faculty and, if applicable, the University and beyond. (Where and with whom does the future employee have opportunities for professional exchange? Does the future employee have a chance to actively participate in upcoming conferences?)
- II. In which areas will the future employee be integrated in teaching? If needed, is she able to get assistance in organizing teaching (student assistants, collegial sitting in on lectures)?
- III. What further measures are planned or are conceivable for promoting the future employee on her career path?

Contact information

Dr. Nina Gülcher
Dorothea Schlözer Programme director
Equal Opportunities and Diversity Office
Goßlerstrasse 9
Phone: +49 551 39-26322
Email: nina.guelcher@zvw.uni-goettingen.de