

## Call for applications to the funding programme “The best minds”: Leibniz Programme for Women Professors

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### 1. Purpose of the funding

The Leibniz Association has set itself ambitious equality targets and formalised these within its standards on equality and those governing its appointments to leading positions. To counter structural disadvantages and more comprehensively promote outstandingly talented women and their innovation potential, the Leibniz Association has developed the Leibniz Programme for Women Professors (W2/W3). This is intended to significantly increase the number of women in leading positions within the Leibniz Association’s member institutes. Reliable prospects are a particularly important decision-making criterion for academics when planning their careers, which is why the Leibniz Programme for Women Professors contains a tenure track option.

The Leibniz Association wishes to work together even more closely with universities in the form of strategic partnerships, and will continue to let itself be measured by the number and quality of its university collaborations. The Leibniz Programme for Women Professors is thus also a tool for further consolidating the content and strategy of the Leibniz Association’s collaborations with universities, and for generating additional impetus for the expansion of joint appointments below the institutes’ executive level (especially at the head-of-department level).

### 2. Target of the funding

The Leibniz Programme for Women Professors is targeted at women in all disciplines who have an outstanding international track record. They will be promoted by means of a W2/W3 position which is either unlimited in term or which features a tenure track option guaranteed by the university and the respective Leibniz Institute. The programme aims at rewarding both the successful recruitment of outstandingly talented women as well as the initiation and early phases of such recruitments. Essential resources will also be provided.

**Duration of funding:** Five years (of which two years are funded by the respective Leibniz Institute)

No later than one year before the end of the funding phase, the institute and the university jointly decide on removing the fixed term of the professorship.

Each Leibniz Institute has an additional application right in this funding programme. Up to five projects in total can be approved per year.

### 3. Eligibility criteria

External candidates as well as candidates working within the respective institute can be nominated. The funding begins with the appointment.

### 4. Applications

Applications must be directed to the Senate Competition Committee (SAW). Applications based on an already completed appointment procedure will not be considered. The application text and all documents must be submitted in English. The chairperson of the SAW will decide on any potential exceptions. The head office of the Leibniz Association will provide every application initiative with an application template. The assessment of the individual sections A-D will be conducted according to a scale ranging from excellent to insufficient<sup>1</sup>, with individual weighting of each section.

The proposed project must meet the following requirements: the application as part of the Leibniz Programme for Women Professors encompasses a planning period of five years. The detailed project proposal (according to the template provided) should not exceed a total length of 12 pages (excluding bibliography). Administrative information and the financial plan are submitted directly via the electronic application system. This results in a total volume of approximately 20 pages (excluding attachments). The application has the following structure:

A) The candidate's academic qualification (weighting 40%)

- The candidate's curriculum vitae and academic achievements for the Leibniz professorship, including mention of her ten key publications and funding track record (one document, as an appendix)
- Two current letters of recommendation which refer to the candidate's academic performance (one of which must be drawn up by the scientific advisory board of the Leibniz Institute submitting the application)

B) The candidate's research approach and field of research, and the significance of these to the Leibniz Institute and the scientific environment (weighting 40%)

- Statements by the candidate regarding their planned research activities and their motivation to research at the applying Leibniz Institute
- Presentation of the content-based and strategic contribution of the professorship to the Leibniz Institute, the collaborating university and the scientific environment

C) Structural efficacy (weighting 10%)

- Incorporation in the academic system: planned national and international collaborations
- Contribution to internationalization of the Leibniz Institute

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<sup>1</sup> Assessment scale: 1= insufficient, 2= good, 3= very good, 4= excellent

- Supporting measures in line with the Leibniz equality standards and the Leibniz diversity objectives as part of the establishment of the professorship; the institute's equality concept
- Concept to integrate the candidate into the Leibniz Institute (preparation for managerial role, leadership, research infrastructures where required)
- Consideration of the Leibniz career guidelines on promoting junior academics
- Presentation of the consideration given to the Leibniz recruitment standards in the selection procedure

D) Implementation and finances (weighting 10%)

- Presentation of the current level of development of the joint appointment with the university (W2/W3), fixed term/unlimited term; for fixed-term appointments: Agreement between the institute and the university to secure the tenure track
- The resources promised to the candidate in the event of her appointment must be described. Any assurance of co-financing from the Leibniz Institute must also be described in its actual amount
- Presentation of the intended usage of the funding in a finance plan which encompasses the direct and indirect project-related costs over the duration of the funding period, including indication of the annual staff costs, material costs (including travel costs) and investments and briefly justifies their necessity
- Description of the quality assurance measures (e.g. adherence to the rules of good scientific practice)

**For additional general information, please see the applicant guidelines for the Leibniz Competition.**

## 5. Criteria for assessing applications

**Academic excellence is the necessary criterion for funding.**

The assessments should be guided by the following criteria, which the SAW bases its evaluation on.

Assessment of the candidate:

- The academic qualifications of the candidate, who has an outstanding international track record
- The candidate's career prospects

Assessment of the candidate's research approach and field of research, and the importance of these to the Leibniz Institute and the scientific environment:

- Academic and methodological excellence when compared internationally
- The chances of success for the research approach/field of research:
- Incorporation in the academic strategy of the institute and the collaborating department of the university (structural concept) or scientific environment
- Catalyst function for the academic development of the Leibniz Institute submitting the application

Structural efficacy:

- Incorporation in the academic system: planned national and international collaborations
- Internationality: The funding of foreign academics and academics with international experience is expressly desired
- Contribution to implementing the Leibniz equality standards<sup>2</sup> and realising the Leibniz diversity objective
- Concept to integrate the candidate into the Leibniz Institute (preparation for managerial role, leadership, research infrastructures where required)
- Consideration of the Leibniz career guidelines<sup>3</sup>
- Adherence to the Leibniz recruitment standards<sup>4</sup>

Assessment of the planned implementation and financial planning:

- State of proceedings for the joint appointment with the university (W2/W3), fixed term/unlimited term
- For fixed-term appointments: Securing of tenure track by means of an agreement between the institute and the university
- Assurance of co-financing from the Leibniz Institute, including its extent
- Appropriateness of the cost and finance plan, and of the quality assurance measures

## 6. Reporting and quality assurance

After two years, the funded projects will provide the SAW with an interim report (of no more than five pages in length, excluding all appendices), which particularly engages with the extent to which the milestones formulated in the application have been achieved. The SAW will take this report into account and, where required, provide recommendations for the project. After the end of the funding phase, the SAW will be provided with a final report. No later than one year before the end of the funding phase, the institute and the university jointly decide on removing the fixed term of the professorship.

## 7. Contact for questions and advice on applying

The Leibniz Association

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<sup>2</sup> Leibniz equality standards

<sup>3</sup> Career Guidelines of the Leibniz Association

<sup>4</sup> Standards for the appointments to academic management positions within the Leibniz Association