

Guidelines for the allocation of funding within the framework of the equality concept

Grant Line 2:

Support for junior professors and postdoctoral researchers through research assistant positions

I. General information

To support junior professors and postdoctoral researchers (including young female group leaders) at Paderborn University, the Executive Board has set up a pool for research assistant positions as part of the implementation of the equality concept. The aim of the program is to promote female scientists in their career paths.

II. Eligibility/amount of funding to be applied for

Junior professors and postdoctoral researchers (including junior research group leaders) from all faculties at the University of Paderborn are eligible to apply for the program. As part of the measure, applicants can receive a one-time WiMi position (TV-L E 13, 100%) for 12 months to support them. The tasks associated with the research assistant position are specified in § 44 HG with a teaching obligation of 4 SWS for full-time employment. Since the primary funding objective is to support junior professors and postdoctoral researchers, the research assistant position can be filled regardless of gender. However, in line with the equality concept, it would be desirable to fill the position with a woman.

III. Form of application and deadline

Applications in this program line must be submitted in coordination with applications in the funding programs "Incentive system to increase the proportion of women in professorships" and "Establishment of a WiMi position/staff resource pool for female graduates" as a complete package by the faculties to the Presidium, which decides on the allocation of funds. Applications can be submitted to the Executive Board via the dean's offices by October 15 of each year. The faculty-specific submission deadlines for the internal faculty pre-selection will be announced by the dean's offices. The start date for the funded research assistant position should generally be within the next 6 months after the application deadline. A division or extension of the funding is generally not provided for. In line with the family-friendly university policy, part-time employment due to care obligations is possible in accordance with collective bargaining agreements.

If a faculty submits multiple applications, it must prioritize them.

This list of recommendations (max. three proposals) to the Presidium should be drawn up by the faculty **with the participation of the equal opportunities officer**.

The postdoctoral researchers submitting the applications should be granted the right to pursue a doctorate in their faculty (e.g., case-by-case decision to be clarified within the faculty). The postdoctoral researchers submitting applications should be granted the right to award doctorates in their faculty (e.g., individual case decision to be clarified within the faculty). Due to labor law provisions, the right to issue instructions within the framework of the funding of postdoctoral researchers lies with the professor who is the postdoctoral researcher's supervisor.

The following documents must be enclosed with the application:

1. Curriculum vitae with particular emphasis on academic career
2. Certificates
3. List of publications
4. Details of the research project
5. Concept for the use of the WiMi position applied for
6. Concept for the continued financing of the employed person.

IV. Submission of the employment application after a positive vote

If the junior professor/postdoctoral researcher has been awarded funding as part of the selection decision by the Presidium, the application for employment for the research assistant position must be submitted to Department 4.2. Further information for academic employees is available [here](#) (only available in German).

V. Duration of funding

The duration of the funding is 12 months.

VI. Reporting obligations

At the end of the funding period, a report on the status of the research project must be submitted to the Executive Board. In addition, a report must be submitted on the status of the doctoral candidate's preparations for their doctorate and on the continuation of their funding. A corresponding form, which is intended to serve as a guide, is available at:

[Form for the report on funding line 2](#)



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