Principles for appointments to professorships at the Faculty of Science and Technology:

1) As a general rule, professorships at ST must be filled after broad international calls for applications and a prior search process. The positions must be included in approved departmental budgets and recruitment plans. The job category is used both to attract strong external candidates as well as a step on the career ladder for strong internal candidates.

2) The primary function of professor with special responsibilities (MSO) positions is to attract external expertise, not as a form of internal promotion.

3) Appointments without prior advertisement are to be made only in extraordinary cases and require the prior approval of the dean.

4) The number of professors in the individual subject areas is to be based on their needs and the international comparability of quality, not on quotas.

5) Promotion from the position of associate professor or senior researcher to professor must be a genuine possibility for ST employees whose academic level, activity and impact are clearly on par with professors at internationally leading universities within the subject area with an equivalent – or higher – PhD age (time elapsed since attainment of PhD degree excluding periods of research inactivity periods, such as maternity/paternity leave, military service, appointments without opportunities for research, etc.).

   a) The head of department must – with the involvement of the appropriate bodies at the department – ensure the performance of regular evaluations of whether professorships should be advertised, for which internal candidates with the appropriate qualifications may apply in open competition.

      i) Such calls for applications must be relevant for a wide range of fields, and search committees must be appointed in order to attract strong external applicants. Formulations such as “one or more professorships” may be employed in order to make several concurrent appointments possible, thereby encouraging both external and internal applicants to apply.

      ii) As in the case of other nominations to the dean regarding full-time academic appointments, in connection with nominations to professorships a detailed account must be provided of search and assessment processes, as well as of how the qualifications of the nominated candidate(s) are equivalent to the highest international level within the subject area in question at an equivalent career stage.

   b) The head of department must, in the context of an SDD or in another way, ensure that associate professors and senior researchers who are eligible for consideration for a professorship are clearly informed of what is required in order to be considered as a candidate for a professorship in the subject area in question.