

Policy for the recruitment of young scientists at DBB – applications for VR junior researchers

DBB has decided about a general policy for the procedures concerning recruitment of young scientists to the Department. The purpose of this policy is to make the conditions for the recruitment as transparent as possible.

General considerations

DBB will as a rule support applications from young scientists that work within research areas that are relevant to the present research areas at the Department. This decision has been made to ensure that a recruited young scientist can integrate into the Department and carry out the proposed work in a successful way. We therefore strongly suggest that before submitting an application, the applicant initiates discussions with senior researchers at the Department to examine potentially common research interests.

Terms for employment

A VR starting grant should in general cover 75% of the salary for up to four years (the Head of the Department will only sign applications that include support at this level). DBB will contribute the remaining 25% of the salary. The researcher will therefore be required to teach or in other ways contribute to the activities of the Department. DBB does not guarantee any additional support, but will consider applications for start-up funding.

When the grant period is at an end, the employment will be terminated. DBB has a general policy of not allowing external grants other than the VR starting grant (or equivalent grants that explicitly include salary) to cover salaries of non-tenured researchers. Therefore, DBB will not allow non-tenured staff to apply for other funding (such as VR project grants or equivalent) to support their position after the VR junior researcher grant has expired.

Evaluation of applicants

Before the end of January young researchers, who are planning to apply for a VR starting grant, should send a pre-application (CV, publication record and one page research proposal) to the Head of the Department. The pre-application will be evaluated by the recruitment group at DBB to ensure that the suggested research project fits with the rest of the Department and that the applicant has a good chance of succeeding with his/her research. The evaluation will also include an assessment of the ability to collaborate and the general ability and suitability to perform one's duties. Based on the evaluation, the Head of the Department will decide which applications to sign, i.e., which applications can be submitted to VR.

Tenure

Under this policy, tenure at DBB will only be granted to young scientists that are awarded certain externally funded positions in an open competition, such as a Wallenberg Academy Fellow position (or equivalent). The Department decides on a yearly basis if anyone should be nominated for such positions. From time to time, DBB may also decide to announce positions as *biträdande universitetslektor* (tenure-track), *universitetslektor* (tenured) or *professor* (tenured) that are appointed after being announced according to the rules at the Faculty of Science.

This document should be signed by the applicant and handed in together with the application.

Place and Date

Name