

## TU Dresden Institutional Strategy Announcement

# **Open Topic Tenure Track Professorships**

### Appointment Round 2013/14

A core element of the Institutional Strategy of Technische Universität Dresden (TU Dresden) is a novel procedure to appoint highly promising young candidates who are among the world's best: the Open Topic Tenure Track Professorships. The idea is to identify candidates with outstanding records, ideally already in their post-doctoral phase or in the first stages of their careers in academia or business. Such candidates shall be given a longer-term perspective at TU Dresden, if they successfully pass a strict tenure evaluation at the end of their initial five-year employment phase.

#### **Active recruitment process with no discipline-related restrictions**

Appointing candidates for the Open Topic Professorships differs from the traditional German process of academic recruitment, since the present procedure relies to a great extent on active recruitment and recommendations. Additionally, the search for applicants is not restricted to a specified area of competence, academic discipline and function. The sole selection criteria are the candidates' excellence in their field, their innovative power and their outstanding potential to advance the research activities at TU Dresden. On the basis of the research profiles outlined in the university's Institutional Strategy, the selection committee will particularly look for candidates in innovative research fields with an interdisciplinary approach. In the focus of our search are younger candidates who have already demonstrated an exceptional level of potential in their research, i.e. "rising stars". However, the committee will also consider applications from well-established researchers if they provide exceptional added value to the portfolio of TU Dresden.

## Applications

The deadline for applications and proposed nominations is May 15th, 2013. They should include the usual application documents and should be sent to the following address:

Technische Universität Dresden  
Rector  
– personal/confidential –  
Application Open Topic Professorship  
01062 Dresden  
GERMANY

Alternatively, applications may be sent by email indicating “Application for Open Topic Professorship” to [rektor@tu-dresden.de](mailto:rektor@tu-dresden.de).

## Formal requirements

There are no formal requirements for individual applications. However, the Selection Committee’s job is made easier by presenting scientific expertise, publication record, third-party funded projects, prizes, awards and other honors, as well as a proposal on how the applicant may contribute towards the University’s strife for excellence at international level.

## Selection committee

The Rector will appoint a Selection Committee in March, comprising 12 eminent scientists from outside TU Dresden and the University’s equal opportunity officer in an advisory capacity. The committee members will be chosen to cover the four scientific areas humanities and social sciences, engineering, mathematics and natural sciences, and medicine.

The Selection Committee will produce a short-list of exceptional candidates whose previous achievements promise outstanding contributions to the development of research at TU Dresden. For this the Committee will assess the received applications and nominations, as well as contributing suggestions themselves.

## Invitation to the TU Dresden

From the list of candidates proposed by the Selection Committee, the Rector will invite up to 10 candidates to the TU Dresden for one week, where they will be hosted by their potential future Faculties. The purpose of this visit is to obtain further information about the applicants’ scientific potential and to determine how well they may fit into the present academic environment. This will involve interviews, presentations, personal conversations and joint social activities with academic staff.

Following the visits, each Faculty is required to assess and evaluate the candidates relevant to their discipline in terms of scientific excellence, development potential, ability to integrate into the Faculty, innovative power and synergy effects which will benefit the TU Dresden.

### **Peer Assessment**

Together with inviting the short-listed candidates to TU Dresden, the Selection Committee will solicit at least six expert opinions from internationally renowned scientists for each candidate. These reports and the statements of the Faculties will be considered for the final list of recommendations which will be submitted by the Selection Committee to Rector, in order to initiate the appointment process.

### **Offer of Appointment and Appointment Process**

In consultation with the relevant Faculties, the Rector and his senior colleagues will determine the details of the offered professorial position, academic level, description of academic position, support infrastructure, salary and start-up grant.

If the offer is accepted, the Rector will appoint the candidate for an initial period of five years. All positions are tenure track conditional to a successful evaluation after the initial funding period.

### **Schedule for 2013**

- March: appointment of the Selection Committee.
- May 15th: deadline for applications and proposals to the Selection Committee.
- April-June: Selection Committee meetings; short-list of nominations for the Rector
- From July: invitation of up to 10 candidates for one-week visits to TU Dresden; the Selection Committee obtains peer assessment.
- From August: report on the candidates' visits by the relevant Faculty Boards. Final decision by the Rector and offers of appointment.
- Winter Semester 2013/14: appointment of the selected professors