



university of  
 groningen

faculty of law

# Talent Track

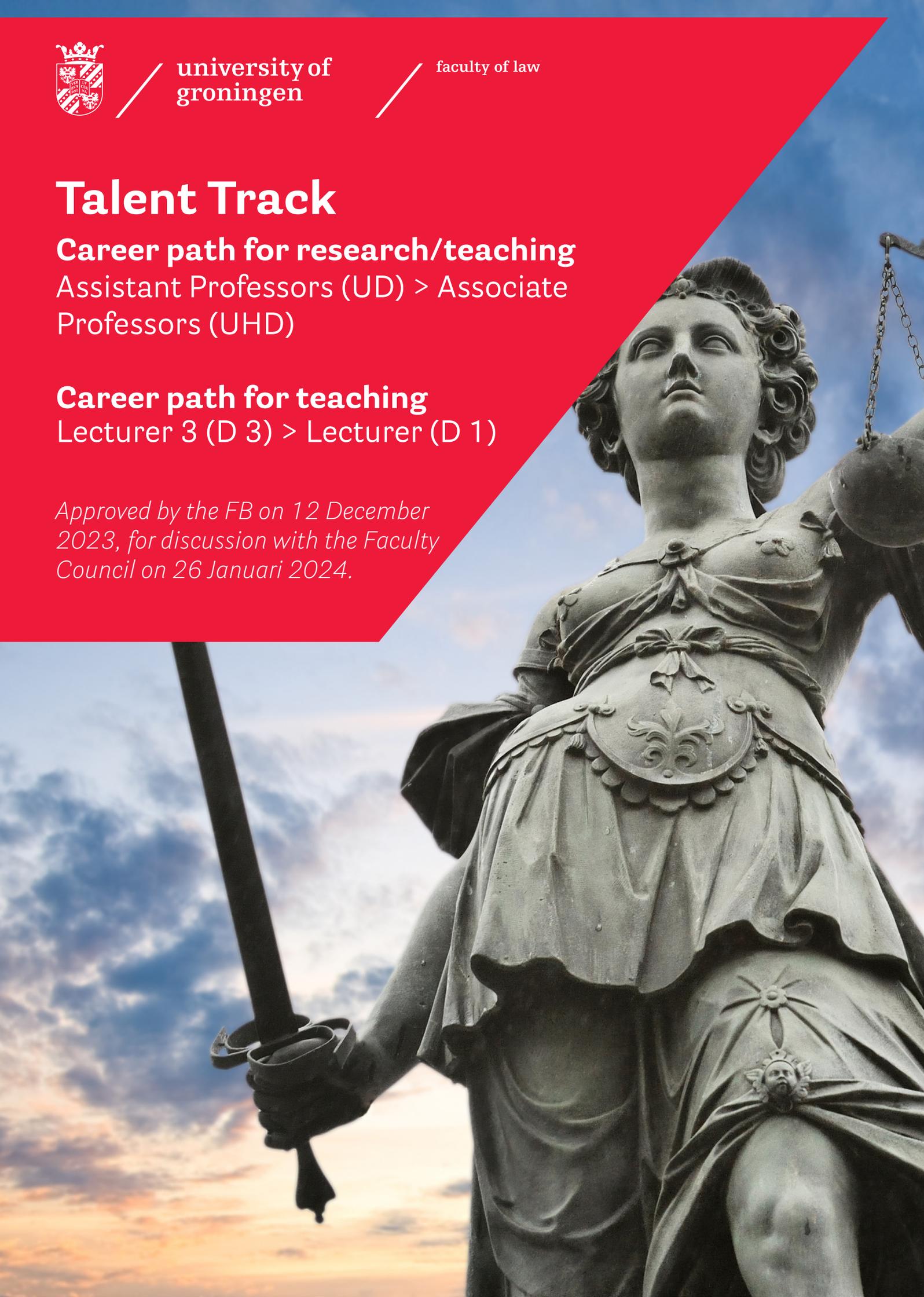
## **Career path for research/teaching**

Assistant Professors (UD) > Associate Professors (UHD)

## **Career path for teaching**

Lecturer 3 (D 3) > Lecturer (D 1)

*Approved by the FB on 12 December 2023, for discussion with the Faculty Council on 26 Januari 2024.*



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### **Reading guide: how to read this document**

This memorandum sets out the career path frameworks for *Talent Track* research/teaching and *Talent Track* teaching within the Faculty of Law. In the introduction, the goals and background are explained and in the subsequent chapters the procedures and entry and promotion criteria used for both tracks are outlined.

## 1. Background of the *Talent Track*: recognition and rewards

The University of Groningen (UG) and the Faculty of Law attach great value to the quality of its staff. The selecting, recognizing and retaining of talent is one of the most important aspects of the personnel policy. To attract and retain academic talent, it is important that career paths are clearly and transparently laid out, and made more attractive to academics. It is also important to create more leeway to recognize and appreciate everyone's talent and diverse achievements. This dovetails with the national and international trend of recognition and rewards and the Faculty [Strategic Personnel Plan](#).

In this respect, it is important that, for example, not only publications in leading journals are recognized and rewarded, but also other achievements in teaching, research, leadership, and impact.

The Faculty responds to this by investing in diversity in career paths. These career paths provide clarity on the milestones that need to be achieved to move forward in one's career, while offering the right tools for everyone's professional development. In addition to the existing *Tenure Track* policy, which focuses mainly on research performance and the appointment to full professor as an end goal, the Faculty introduces two new career paths— *Talent Tracks*:

- **Research/ Teaching Talent Track** (UD 2 - UHD) and
- **Teaching Talent Track** (Lecturer 3 - Lecturer 1).

Given the nature of academic work and the funding structure, the Faculty focuses mainly on the Talent Track UD-UHD -line, and to a lesser extent on the D-line.

Once started in the UD-UHD line or the D-line, it is still possible for a staff member to transfer to the other line during the career path if the criteria are met.

Depending on the choice of either *Talent Track*, the academic is recruited as an Assistant Professor (UFO profile UD 2) or a Lecturer (UFO profile Lecturer - D3). Within the *Talent Track*, if the career path is successfully completed within the set time frames, this will lead to an appointment in the position of Associate Professor (UHD 2) or (Senior) Lecturer 1 after six years.

The *Talent Track* is aimed at attracting and retaining academic staff and can be used for both newly recruited academics and current academics. This means that, depending on the stage of the candidate's academic career, it is also possible to start at UD 1 or D 2 level.

The provision or offering of the various *Talent Track* positions is a decision of the Faculty Board, subject to the formation principle. This means that the number of positions depends on the Faculty's financial capacity and the proportional distribution between departments as well as their composition. In this regard, please also refer to the Faculty's [Strategic Personnel Plan](#).

## 2. Talent Track Career path

### Career perspective

Academic staff appointed to a *Talent Track* have the prospect of a UHD label or Lecturer 1 -label reserved for them at the start of the track. If the staff member successfully completes the career track and fulfils the set criteria, that person will be appointed Associate Professor (UHD) or Lecturer 1. The appointment as an Assistant Professor (UD 2) is initially for a fixed period of up to 18 months and for Lecturer 3 up to three years. An evaluation takes place after six months for both positions. For the conversion of the temporary appointment into a permanent appointment an R&O Plus interview takes place; <sup>1</sup>In the case of the Assistant Professor position after 12 months and in the case of the Lecturer position after two and a half years. A *Talent Track* applies in principle for a period of six years – based on a full-time appointment– with the final assessment taking place after five years, unless a ‘*life event*’ occurs (see section 3). In the latter case, the final assessment takes place after six years. In case of a positive assessment, depending on the chosen *Talent Track*, the UD 1 is promoted to Associate Professor (UHD 2) and the Lecturer 2 to Lecturer 1, or Senior Lecturer 1 (D 1). Upon this promotion, once the UHD meets the additional quality criteria set for *ius promovendi* (see p. 12), an application can be made for it.

By virtue of promotion to the position of UHD 2 or D 1, the staff member no longer falls under the *Talent Track* scheme.

What happens in case of a negative results and performance interview after a permanent appointment is granted? If the staff member cannot be promoted from UD 2 to UD 1 or from D 3 to D 2, the following options may apply:

- The staff member will continue to be a UD 2 or D 3, but will leave the *Talent Track*, or;
- if it appears that the performance of the UD 2 or D 3 as a whole is not satisfactory, the staff member will be given appropriate support in finding an alternative position within or outside the University.

If the staff member cannot be promoted from UD 2 to UD 1 or from D 3 to D 2, the following options may apply:

- The staff member will continue to be a UD 1 or D 2, but will leave the *Talent Track*, or;
- in case a UD 1 or D 2 position does not prove to be a suitable fit, the staff member will receive appropriate assistance to find an alternative position within or outside the University.

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<sup>1</sup>For more information on the R&O Plus interview, please refer to 4.3.

### 3. Duration and scope of the appointment

#### **Life events and work-life balance**

A *Talent Track* applies in principle for a period of six years — based on a full-time appointment — with the final assessment taking place after five years. A staff member on a Talent Track scheme, who experiences delays during the first five years that are demonstrably due to a *life event* can submit a request for the postponement of the assessment to the Faculty Board. *Life events* include in any case pregnancy, parental leave and the death of a loved ones (partner or first-degree relative). The staff member discusses the circumstances with their supervisor, in any case during the annual R&O interview, after which these will be recorded on the R&O form. If the supervisor expects the incurred delay to be permanent, the staff member involved can submit a request to the Faculty Board for the postponement of their assessment. Requests by the staff member are accompanied by a recommendation from their supervisor. The Faculty Board assesses whether the delay incurred necessitates an extension, whether the requested extension corresponds to the delay incurred, and whether the criteria can still reasonably be met by postponing the assessment. The reason for the delay must be a long-term absence of at least eight weeks as a result of a *life event*. The assessment can be postponed; the postponement term is linked to the duration of the *life event*.

In the case of part-time appointments of at least 0.8 FTE, the duration of the appointment is extended by one year at the start. The assessment moment after five years will also be postponed.

The maximum duration of the *Talent Track* appointment is seven years —based on an 80% appointment or a *life event*. If the required criteria are achieved earlier, the track may be followed in less time. The Faculty Board can take the initiative to convene the Appointment Advisory Committee earlier after consultation with the immediate supervisor.

### 4. Career path in outline

#### 4.1. Steps within the Talent Track scheme by position and duration

	<b>Position 1.</b>	<b>Duration:</b>
<b>Step 1</b>	Assistant Professor (UD) 2	3 years
<b>Step 2</b>	Assistant Professor (UD) 1	3 years
<b>Step 3</b>	Associate Professor (UHD) 2	End of the <i>Talent Track</i>

	<b>Position</b>	<b>Duration:</b>
<b>Step 1</b>	Lecturer 3	3 years
<b>Step 2</b>	Lecturer 2	3 years
<b>Step 3</b>	Lecturer 1:	End of the <i>Talent Track</i>

## 4.2. Positions and promotions within the Talent Track

### Step 1: Appointment to UD 2 or D 3

At the start of the position, specific agreements will be made about the research focus, the teaching focus, and the publication opportunities aimed at, between the UD 2 or the D 3, their supervisor and the Directors of Research and Teaching,.

### Step 2: Promotion from UD 2 or D 3 to UD 1 or D 2

Usually a *mid-term review* takes place three years after appointment as an Assistant Professor 2 or Lecturer 3. This is based on the UFO profile of Assistant Professor 1 or Lecturer 2, the performance criteria listed in Appendix 2 and the written advice of the staff member's immediate supervisor, the Director of Education and the Director of Research involved in the R&O Plus interview. The Faculty Board decides whether the staff member's promotion should take place.

### Step 3: Promotion from Assistant Professor 1 or Lecturer 2 to Associate Professor 2 or Lecturer 1

Five years after starting the Talent Track, the performance of the University Lecturer 1 or Lecturer 2 will be subjected to a final assessment by the Appointment Advisory Committee (BAC). Based on the advice of the BAC, the Faculty Board decides whether promotion from UD 1 or D 2 to UH 2 or Docent 1 should take place.

## 4.3. Overview of promotion procedures

Promotion	Recommendation	Short description of the procedure
From Assistant Professor 2 or Lecturer 3 to UD 1 or Lecturer 2:	HR	R&O Plus Interview
From Assistant Professor 1/Lecturer 2 to Associate Professor or Lecturer 1:	BAC	Motivation letter of candidate + three references

### Results and Development Interviews

The R&O interview involves looking back at the past year: have the agreements from the previous R&O interview been achieved and is the staff member on track to reasonably meet the set criteria at the set time? In addition, agreements are laid down for the next year, The staff members' personal development plans are addressed, including the role of their manager. The manager also expresses their opinions about the performance of the respective staff member.

In addition to the staff member and their manager, the Director of Research and the Director of Education and the HR advisor are also present at the **R&O Plus** interview. Following an R&O Plus interview, the manager can make a request for promotion or the offer of a permanent appointment to the Faculty Board.

### Recommendation for promotion to UH 2 and Lecturer 1

For the recommendation of a candidate to be promoted to the position of UH 2 or D 1, the candidate is required to send the following documents:

- Letter of motivation
- A vision document containing the topics of research, teaching and leadership;
- A CV and list of publications.

The application is completed with three external reference letters in the case of the Assistant

Professor (UD) position and with three internal reference letters in the case of the Lecturer (D) position. To this end, referees from the field are approached by the BAC.

## 5. Role of the manager and support in the *Talent Track*

The staff member's manager plays an important role throughout the *Talent Track* period. The manager supervises the staff members when they record their agreements with regard to teaching, research, management and professionalization at the start of their appointment. These agreements are recorded in an Action Plan and training plan by the staff member. In the annual R&O interviews, the manager discusses and assesses the *Talent Track* agreements listed in the Action Plan with the staff member. The R&O report sets out clear agreements.

The manager will write a promotion proposal for the regular Faculty Promotion Committee if the promotion concerns advancing from Assistant Professor 2 (UD 2) to Assistant Professor 1 (UD 1) or from Associate Professor 2 (D 3) to Associate Professor 1 (D 2). Prior to the assessment for promotion to an Associate Professor and D 1, the manager writes a report in which they provide a written account of the past assessment period to the Appointment Advisory Committee (BAC).

The manager provides guidance and supports and is not an assessor: i.e. they are not a member of the Appointment Advisory Committee. The Appointment Advisory Committee may decide to invite the manager for a further interview regarding the written report on the last assessment period.

### **Mentor**

A good initial phase of the *Talent Track* enhances the likelihood of its successful completion. At the start of the appointment, all staff within the *Talent Track* are given the opportunity to make use of an assigned mentor. This mentor — not the manager— is available for providing support and for introducing them within the Faculty and the University of Groningen, if need be.

### **Training and education**

There are various courses and trainings available for the academic in the *Talent Track* in order to develop themselves and so enable them to perform their job well. These include, at the beginning of the career path, trainings related to supervising PhD students, project management, writing and presentation trainings on fundraising, leadership, management skills and a University Teaching Qualification (UTQ). Later on in the career path, training courses can be followed regarding how to conduct R&O interviews, professional recruitment and selection, academic leadership I and II, media training, paying attention to the social relevance of research, intercultural competences and a Senior Teaching Qualification (STQ).

### **Language training for national and international staff**

To ensure that all staff are actively integrated into the Faculty community, the FB is committed to a minimum language level (B2) of Dutch and English. Language requirements are also imposed on lecturers working only within monolingual teaching and a monolingual team, to ensure a good fit and connection with the rest of the Faculty. To acquire the desired language level, various language training courses are offered and reimbursed by the Faculty.

Every staff member in the *Talent Track* must be proficient in at least the CEFR B2 level of both Dutch and English. For the provision of Dutch-taught courses, the staff member must have a command of Dutch at the CEFR C1 level, or be willing to gain this level. For the provision of English-taught courses, the staff member must have, or be willing to acquire, a command of English at CEFR C1 level.

## 6. Procedure and promotion

The start of a *Talent Track* is a decision of the Faculty Board. The number of positions depends on the Faculty's financial situation. The *Talent Track* is not a standard tool and is only used in exceptional situations. In the decision-making process, value is placed on a proportional distribution of places between departments and the respective department's proportions. The procedure within a *Talent Track* is set out below.

### Appointment Advisory Committees

In order to appoint the **new staff**, an Appointment Advisory Committee is set up by the FB for both *Tracks*. The conversion of the temporary appointment to a permanent appointment is carried out by means of an R&O Plus interview. Promotion requests from UD 2 to the position of UD 1 and advancement from D 3 to D 2 are dealt with in the annual Faculty promotion round. For the assessment moment after five years and advancement to the position of D 1 and UHD 2, a separate Appointment Advisory Committee is set up by the Faculty Board.

### Composition of the Appointment Advisory Committee (BAC)

The BAC established by the Faculty Board consists of up to seven members, ensuring a sufficiently diverse composition:

Head of department (chair)

Director of Research

Director of Education

One full professor or UHD/ D 1 from the Faculty with specialist knowledge of the field

A student from the Faculty

An HR advisor (for advice only)

### Procedure

1. In consultation with the Faculty Board, the Appointment Advisory Committee formulates a vacancy, listing the teaching duties that fall under the UD or D 3 of the *Talent Track* and the research and teaching areas they are expected to become active in.
2. Following approval by the Faculty Board, the recruitment procedure can be started.
3. The Appointment Advisory Committee submits a nomination to the Faculty Board based on the candidate's CV, research plan, references, and an interview with the Appointment Advisory Committee.
4. Candidates are only appointed by the Faculty Board after written agreements have been made with their immediate supervisor about research, teaching, evaluation reports, etc. in the form of a development plan. These agreements are submitted for approval to the FB.

The Appointment Advisory Committee is responsible for reporting to the Faculty Board on all applicable criteria and competences.

Appointment to the position of UD 2 is on a temporary basis for a period of 12 or 18 months. (If the candidate already has a permanent appointment at the University of Groningen, they will retain their appointment.) An Assistant Professor is expected to implement innovative research of a type that is appropriate to the Faculty. It is essential for the individual research profile that agreements be made about it upon commencement of employment.

The appointment as D 3 is on a temporary basis according to Article 2.3, paragraphs 1 and 5 of the 2023 Collective Labour Agreement, up to a maximum period of six years. (If the candidate already has a permanent appointment at the University of Groningen, they will retain their appointment.) A Lecturer is expected to provide innovative teaching that fits in with the Faculty's academic research programmes. It is essential for the individual research profile that specific agreements be made about it upon commencement of employment.

In addition to the immediate supervisor, the Dean or Vice Dean of the Faculty is involved in making agreements on research, teaching and professionalization. If the staff member meets the criteria, an appointment as Assistant Professor or Lecturer 3 in the *Talent Track* will ensue.

### **Appointment Advisory Committee (BAC)**

The Appointment Advisory Committee is tasked with reporting all applicable criteria and competences to the Faculty Board. The BAC is established by the Faculty Board after a maximum of five years from the appointment of the UD, and consists of up to seven members, with a sufficiently diverse composition:

1. Full professor (chair)
2. Director of Research
3. Director of Education
4. The head of the department, provided that they are not the staff member's immediate supervisor. If the head of the department is the staff member's immediate supervisor, another professor occupying a relevant structural chair will take their seat.
5. An external expert (professor)
6. A student from the Faculty
7. An HR advisor (for advice only)

### **Procedure (UD 1 - UHD 2)**

1. The Appointment Advisory Committee will be appointed by the Faculty Board no more than five years after the date of appointment of the Assistant Professor.
2. The Appointment Advisory Committee will seek external references from at least three experts who are selected independently of the staff member. At least two of these referees must give a positive assessment of the member of staff, without any reservations.
3. The Appointment Advisory Committee advises the Faculty Board on two alternatives:
  - i) The UD will be appointed UHD and will be recommended for the *ius promovendi*, the right to supervise PhD students.
  - ii) The UD's career path will be discontinued. If required, the candidate is provided with support in seeking a career within or outside the Faculty. The Faculty Board will make a decision based on the advice of the Appointment Advisory Committee and will have the option to diverge from this advice.

### **Procedure (D 2 - D 1)**

1. The Appointment Advisory Committee will be appointed by the Faculty Board no more than five years after the date of appointment of the Lecturer (D).
2. The Appointment Advisory Committee will seek references from at least three internal experts who are selected independently of the staff member. At least two of these referees must give a positive assessment of the member of staff, without any reservations.
3. The Appointment Advisory Committee advises the Faculty Board on two alternatives:
  - a. The D will be appointed D 1.
  - b. The D's career path will be discontinued. If required, the candidate is provided with support in seeking a career within or outside the Faculty. The Faculty Board will make a decision based on the advice of the Appointment Advisory Committee and will have the option to diverge from this advice.

The staff member's immediate supervisor must not be a member of the Appointment Advisory Committee and must not take part in the deliberations of the Appointment Advisory Committee. They will be consulted and will submit a written report to the Committee containing their findings over the past assessment period. The Appointment Advisory Committee may decide to invite the manager for a further interview regarding the written report on the last assessment period.

### **Criteria and assessment**

In addition to the regular UFO profiles, competences and the established criteria in the Faculty's [Strategic Personnel Plan](#), specific criteria apply for advancement from UD 2 or Lecturer 3 in the *Talent Track* to UHD 2 or Lecturer 1. These specific criteria relate to aspects of the functioning of academics which are partly quantifiable— such as publications per year and research grants, and non-quantifiable— such as leadership skills and contribution to the Faculty community. In cases where such quantitative requirements are laid down, these are minimum requirements. The

Appointment Advisory Committee is free to impose higher requirements, for example in subdisciplines where the number of publications is above average. This is conditional, however, on having informed the candidate of these higher requirements at the start of them establishing their Action Plan. The Appointment Advisory Committees is also free to nominate candidates who do not comply with a certain criterion for appointment or promotion after all, provided that the candidate concerned amply meets the other criteria and that the Appointment Advisory Committee convincingly argues why this lack would nevertheless be acceptable. The Faculty Board ultimately decides whether the arguments for not meeting a given criterion are , acceptable. Assessment is based on the Action Plan established at the start of the track, together with any agreed modifications.

## Appendix 1: Criteria for appointment to D 3

### Entry criteria for appointment to lecturer 3 (D 3)

*In order to appoint the Lecturer 3, an Appointment Advisory Committee (BAC) has been set up.*

- An appointment of at least 0.8 FTE;
- In line with the classification criteria UFO profile Lecturer 3;
- At least six years of relevant teaching experience;
- 20% teaching-related research, teaching and professional publications, such as a teaching manual;
- The ambition to pursue a PhD and is deemed capable by the BAC of completing it in six years, or has a research output comparable to a PhD;
- upon appointment, 20% teaching-related research time is allocated;
- in possession of a UTQ certificate
- The staff member must have a minimum command of both Dutch and English at CEFR B2 level;
- For the provision of Dutch-taught courses, the staff member must have a command of Dutch at the CEFR C1 level, or be willing to gain this level;
- For the provision of English-taught courses, the staff member must have, or be willing to acquire, a command of English at CEFR C1 level;
- Demonstrable organizational qualities and excellent communication skills.

**Competences:** analytic ability, social awareness, presenting and result orientation

## Appendix 2: Criteria for promotion to D 2

### Criteria for promotion to Lecturer 2 (D 2)

- An appointment of at least 0.8 FTE;
- In line with the classification criteria UFO profile Lecturer 2;
- At least six years of relevant teaching experience after graduation;
- 20% teaching-related research, teaching and professional publications, such as a teaching manual
- Preferably holds a PhD or has a research output comparable to that of a PhD;
- In possession of a UTQ; Preferably also a STQ or the ambition to obtain this in the short term;
- Spends at least 20% teaching-related research to professional publications
- The staff member must have a minimum command of both Dutch and English at CEFR B2 level;
- For the provision of Dutch-taught courses, the staff member must have a command of Dutch at the CEFR C1 level, or be willing to gain this level;
- For the provision of English-taught courses, the staff member must have, or be willing to acquire, a command of English at CEFR C1 level.

**Competences:** analytic ability, social awareness, presenting and result orientation

## Appendix 3: Criteria for promotion to D 1

### Criteria for promotion to Lecturer 1 (D 1)

- An appointment of at least 0.8 FTE;
- conform indelingscriteria UFO-profiel Docent 1;
- At least ten years of relevant teaching experience after graduation;
- PhD is required;
- In possession of a UTQ and SQT;
- 20% teaching-related research, teaching and professional publications, such as a teaching manual;
- Has been responsible for the actual management of teaching programmes or curricula within the degree programme or research institute for some time in a convincing way;
- Has taken several initiatives within the field in the area of innovative learning and has successfully completed these projects and implemented them in the curricula of the degree programme;
- Has published a handbook/workbook that is also used in academic teaching outside the University of Groningen;
- The staff member must have a minimum command of both Dutch and English at CEFR B2 level;
- For the provision of Dutch-taught courses, the staff member must have a command of Dutch at the CEFR C1 level, or be willing to gain this level;
- For the provision of English-taught courses, the staff member must have, or be willing to acquire, a command of English at CEFR C1 level.

**Competences:** analytic ability, social awareness, presenting and result orientation

## Appendix 4: Criteria for appointment to UD 2

### Entry criteria for appointment to Lecturer 2 (UD 2)

*In order to appoint the Lecturer 2, an Appointment Advisory Committee (BAC) has been set up.*

The candidate must be able to develop an important sub-discipline within the Faculty. This sub-discipline must represent an innovative research proposal for the next five years with the potential to grow into a productive research line.

- An appointment of at least 0.8 FTE;
- In line with the classification criteria UFO profile Lecturer 2;
- must hold a PhD
- In the event of the successful acquisition of external funding, the staff member must spend at least 50% of their working hours to teaching, including preparing their classes, to be calculated according to the Faculty's teaching load standard;
- Has teaching experience;
- Should ideally have postgraduate experience abroad, or experience at other academic institutions or in the business sector;
- The staff member must have a minimum command of both Dutch and English at CEFR B2 level;
- For the provision of Dutch-taught courses, the staff member must have a command of Dutch at the CEFR C1 level, or be willing to gain this level;

- For the provision of English-taught courses, the staff member must have, or be willing to acquire, a command of English at CEFR C1 level;
- If the candidate is not yet in possession of a UTQ, they must obtain one within one year of the start of the *Talent Track*;
- Must be willing to attend the UG training courses on supervising PhD students and *Academic leadership I*.
- Demonstrable organizational qualities and excellent communication skills.

**Competences:** Conceptual ability, social awareness, presenting and result orientation

## Appendix 5: Criteria for promotion to UD 1

*The assessment and request (R&O-plus) for promotion to the Faculty Board is included in the annual Faculty promotion round.*

### **Criteria for promotion to Lecturer 1 (UD 1)**

The staff member develops a line of research that is important to the Faculty. This sub-discipline must represent an innovative research proposal for the next five years with the potential to grow into a productive research line.

- An appointment of at least 0.8 FTE;
- In line with the classification criteria UFO profile Lecturer 2;
- Three years of experience as a Lecturer 2;
- In the event of the successful acquisition of external funding, the staff member must spend at least 50% of their working hours to teaching, including preparing their classes, to be calculated according to Faculty's teaching load standard;
- Must hold a PhD
- The staff member must have a minimum command of both Dutch and English at CEFR B2 level;
- For the provision of Dutch-taught courses, the staff member must have a command of Dutch at the CEFR C1 level, or be willing to gain this level;
- For the provision of English-taught courses, the staff member must have, or be willing to acquire, a command of English at CEFR C1 level;
- In possession of a UTQ;
- Must contribute to increasing the Faculty's visibility through publicity, knowledge transfer to groups outside academia, and seeking collaborations with businesses, and governmental and non-profit organizations;
- Demonstrable organizational qualities and excellent communication properties.

**Competences:** Conceptual ability, social awareness, presenting and result orientation

## Appendix 6 Criteria for the appointment to Associate Professor 2 (UHD 2 )

*In the case of promotion to Associate Professor 2 (UHD 2) and Senior Lecturer 2 (UHD 2) and Senior Lecturer 1 (D 1) in the Talent Track, the Promotion Advisory Committee (BAC) will provide advice to the Faculty Board.*

### **Criteria for promotion to Associate Professor (UHD 2) with an *ius promovendi***

The member of staff must have developed a high-quality, clear and productive line of research within the department's research programme, with potential for an outstanding assessment.

- An appointment of at least 0.8 FTE;
- In line with the classification criteria UFO profile Lecturer 2;
- At least five years of relevant work experience;
- In the event of the successful acquisition of external funding, the staff member must spend at least 50% of their working hours to teaching, including preparing their classes, to be calculated according to Faculty's teaching load standard;
- Must hold a PhD
- The staff member must have a minimum command of both Dutch and English at CEFR B2 level;
- For the provision of Dutch-taught courses, the staff member must have a command of Dutch at the CEFR C1 level, or be willing to gain this level;
- For the provision of English-taught courses, the staff member must have, or be willing to acquire, a command of English at CEFR C1 level;
- In possession of a UTQ. Preferably in possession of an SQT or the ambition to gain it in the foreseeable future;
- An excellent research *track record*, evidenced by, amongst others by indirect government funding or contract research funding as well as the quality of the list of publications;
- National and preferably also international visibility;
- Participation in national or international research projects;
- Completed UG training on supervising PhD students;
- Completed UG training course Academic leadership I and II;
- Demonstrable organizational qualities and excellent communication properties.

**Competences:** Vision, social awareness, persuasiveness, results-oriented approach and loyalty leadership.

### **Additional quality criteria for *ius promovendi***

- Appointment at the UG;
- The Associate Professor must hold a PhD degree;
- the UHD is a competent researcher;
- The UHD is a good supervisor;
- the UHD has participated in the UG training course for supervisors of PhD candidates;
- The UHD must have twice successfully acted as co-supervisor, in the opinion of the Dean;
- The UHD must have a proven *track record* in research in terms of publications and the acquisition of external funds, in the opinion of the Dean.

## Appendix 7 Criteria for appointment to UHD 1

*The assessment and request (R&O-plus) for promotion to the Faculty Board is included in the annual Faculty promotion round. (Falls outside the Talent Track)*

The staff member must have developed a high-quality, clear and productive individual research line within the research programme of the department with potential for an outstanding assessment.

- An appointment of at least 0.8 FTE;
- Meets the classification criteria UFO profile Lecturer 2;
- At least two years of experience as a UHD 2
- Must hold a PhD
- Demonstrable adequate coaching of several PhD candidates as ;
- An excellent research track record, evidenced by, amongst others, indirect government funding or contract research funding as well as the quality of the list of publications;
- The staff member must have a minimum command of both Dutch and English at CEFR B2 level;
- For the provision of Dutch-taught courses, the staff member must have a command of Dutch at the CEFR C1 level, or be willing to gain this level;
- In possession of a UTQ and an SQT;
- National or international invitations as speaker at conferences;
- Participation and coordination of national or international research projects;  
Previous training in supervising PhD students is strongly recommended;
- Must have demonstrable organizational qualities and excellent communication skills;

**Competences:** Vision, social awareness, persuasiveness, results-oriented approach and loyalty leadership.