



university of  
 groningen

Looking for female talent!

# 13 Rosalind Franklin Fellowships

Co-funded by the European Union



Apply before 1 February 2017!



[www.rug.nl/rff](http://www.rug.nl/rff)

## Foreword

The University of Groningen is an ambitious international research university with strong roots in the north of the Netherlands. The University creates and shares knowledge through its outstanding research, scholarship and education. With an academic tradition dating back to 1614 and a rich heritage, the University is a unique academic community with a strong sense of belonging and a culture of innovative education and research. Research and teaching at the University of Groningen are curiosity driven and relate closely to global societal needs. The research is based on strong core disciplines. In Groningen, we believe that exceptional teaching and research depend on a diverse academic community with a broad range of nationalities and talents. Research, societal impact and education are closely intertwined at the University, and are set against a backdrop of academic freedom. We thus enable our students to become active, independent, critical and responsible global citizens who will help solve the scientific and societal challenges of tomorrow.



## Role description

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The University of Groningen initiated the prestigious Rosalind Franklin Fellowship programme to promote the advancement of talented international researchers at the highest levels of the institution. The ambitious programme has been running since 2007 and has financed over 90 Fellows.

The Rosalind Franklin Fellowship programme is aimed at women in industry, academia or research institutes who have a PhD and would like a career as full professor in a European top research university. The Fellowship is only awarded to outstanding researchers. New Fellows are given:

- > A tenure track position to work towards full professorship within a period of ten years
- > Budget for a PhD project to enable them to make a flying start.

Successful candidates will be expected to establish an independent, largely externally funded research programme in collaboration with colleagues at our University and elsewhere. They will also be expected to participate in and contribute to the development of the teaching programme of their discipline. Under European jurisdiction it is lawful to specifically recruit underrepresented groups

The University of Groningen has 13 tenure track positions available in this programme, currently co-funded by the European Union. We invite ambitious female academics to apply for these positions.

- > Behavioural and Social Sciences (3 positions)
- > Economics and Business (3 positions)
- > KVI – Center for Advanced Radiation Technology (1 position)
- > Law (1 position)
- > Mathematics and Natural Sciences (5 positions)

More information about the positions is available on: [www.rug.nl/rff](http://www.rug.nl/rff)



Co-funded by the European Union

We are proud that this call of the programme has received funding from the European Union's Seventh Framework Programme for research, technological development and demonstration (grant agreement no 600211).



## Person specifications

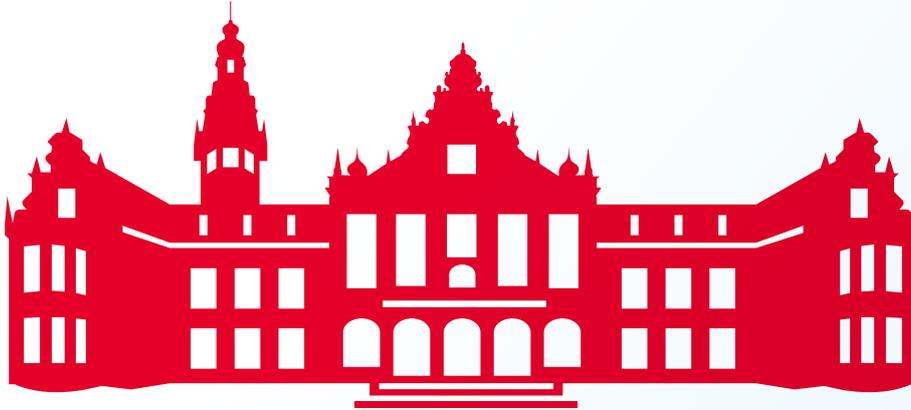
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- › PhD degree for, preferable, at least 3 years on reference date **1 February 2017**
- › Exemplary research record demonstrated by publications in international top journals and/or in peer-reviewed books
- › Proof of independence and international recognition
- › Experience in various working environments in different countries
- › Successful in acquiring external funding for research projects
- › Teaching experience or proven inclination for teaching demonstrated by tutoring/mentoring of individuals or small groups
- › Demonstrable organizational qualities and communication skills
- › A well-founded and motivated application with an innovative research plan for the first five years and a challenging outlook for the future which takes into account the international research landscape in their field of specialization
- › Must not have resided or carried out their main activity (work, studies, etc.) in the Netherlands for more than 12 months in the 3 years immediately prior to the reference date of **1 February 2017**.

Please check whether you are eligible to apply by doing the eligibility check:  
eligibility check: [www.rug.nl/about-us/work-with-us/rff/requirements-application/](http://www.rug.nl/about-us/work-with-us/rff/requirements-application/)

**Please note:**

There may be additional requirements formulated by the faculty of your preference. Please check the faculty job description at [www.rug.nl/rff](http://www.rug.nl/rff)



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**Founded in**

1614

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**Students**

30.000

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**Staff**

5.500

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**Faculties**

10

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**Alumni**

120.000

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**Annual turnover**

€ 642.300.000

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## About the university

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The University of Groningen is a research university with a global outlook, deeply rooted in Groningen, City of Talent. Quality has had top priority for four hundred years, and with success: the University is currently in or around the top 100 on several influential ranking lists. We collaborate with a number of renowned, foreign universities, including Uppsala, Göttingen and Ghent. The University of Groningen is very popular with its 30,000 students and 5500 staff members from home and abroad. Talent is nurtured, enabling the University to bridge the gap between science and society. We are committed to actively collaborating with our social partners, with a special focus on the research themes Healthy Ageing, Energy and Sustainable Society.



## Our ambitions for 2020

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- 1 The University of Groningen will consolidate its position as an international academic community with strong local roots. One of our activities to achieve this is to establish national and international branch campuses<sup>1</sup>. In this international setting, research and education will benefit from the diverse perspectives and approaches necessary to solve the big questions and challenges faced by society.
- 2 We will help our researchers work on new, high risk ideas by fostering an innovative and entrepreneurial attitude. Fundamental disciplinary and cross-disciplinary research with strong international partners together with innovative interaction with society will be central to the research-driven education that we provide.
- 3 We expect our students to be committed and responsible participants in the teaching and learning processes. Enabling our students to be active learners is therefore the focus of our educational strategy.
- 4 Putting knowledge to use is a key responsibility of the University. The dissemination of knowledge and converting this knowledge into sustainable economic and societal processes, services and business activities will be a cornerstone of University strategy.
- 5 We acknowledge a shared responsibility for University strategy, management and operation and this is reflected in a continuous process of discussion and negotiation with staff and students about the future of our institution. Trust forms the basis of this process, as does the recognition of the different formal roles within the process. Accountability and transparency with regard to quality and funding are fundamental in this respect.
- 6 Our alumni are our most important connection to society and we welcome their involvement in our education and research through their contributions in the alumni circles and various other activities. With this strategy for 2020, the University of Groningen is confident that it can continue and grow in its role as a prestigious international research university in the next five years



## Room for talent

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We want to make use of all academic talent available. Therefore, we aim at attracting female and male talent from all over the world. For this, the University offers favourable employment conditions such as the tenure track system and ample development opportunities at all stages of your career. Research staff are actively encouraged and supported to develop their research and teaching skills, while the development of support staff focuses on the specific skills and versatility that they require. In order to stimulate this staff development we offer a range of programmes and staff mobility options. Moreover, we offer secondary benefits such as childcare facilities and partner support to help us attract and retain talented staff.

Special attention is paid to early career researchers (post docs en starting Tenure Trackers) and their career development and perspectives. If they wish, we will also help them find work at other renowned institutions.

We ensure an inclusive academic community by focusing on inclusive leadership, intercultural awareness and competences, social responsibility and cooperation. We also provide a safe and accessible working and learning environment.

# Rosalind Franklin

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Rosalind Elsie Franklin (25 July 1920 – 16 April 1958) was an English chemist and X-ray crystallographer who made contributions to the understanding of the molecular structures of DNA, RNA, viruses, coal and graphite. Although her works on coal and viruses were appreciated in her lifetime, her contributions to the discovery of DNA were largely recognized posthumously.

Franklin studied Chemistry at Newnham College, Cambridge, from where she graduated in 1941. Earning a research fellowship, she joined the University of Cambridge physical chemistry laboratory, which she left in 1942 for the British Coal Utilisation Research Association (BCURA) to work on coals. This helped her earn a PhD in 1945. She went to Paris in 1947 as a chercheur (post-doctoral researcher) at the Laboratoire Central des Services Chimiques de l'Etat, where she became an accomplished X-ray crystallographer. Joining King's College London in 1951, she started working on X-ray diffraction of DNA.

Franklin is best known for this work, which led to the discovery of the DNA double helix. After seeing her X-ray photos (unknown to Franklin), James Watson and Francis Crick, working on a theoretical modelling approach to discover the structure of DNA, realized that they had empirical evidence for their theory of the double helix. For this discovery, they and Maurice Wilkins shared the Nobel Prize in Physiology or Medicine in 1962. Unfortunately Watson and Crick did not credit Franklin in their publications, and her contribution to the discovery of DNA was therefore only recognized much later. In 1953 she moved to Birkbeck College to head up her own research team. She was still working there when she died in 1958 at the age of 37 of ovarian cancer, probably as a result of inadequate radiation safety measures. Had she survived, she would have undoubtedly been one of the most renowned female scientists of her generation in Europe. Today her work is a shining example to brilliant young female academics who are interested in a career in science.

# Female Talent Matters

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Talent development is fundamental to excellence in research and teaching. If you do not attract and develop talented people, you cannot achieve and maintain excellence. The University of Groningen therefore strives to be a community in which all talent (male and female) is recognized and can blossom. Although the Rosalind Franklin Fellowship programme has been rather successful, the percentage of female associate and full professors is still far too low and is still below the target of 25% set for 2015.

Additional measures have therefore been taken. One of these is the appointment of two faculty deans as Chief Diversity Officers, Gerry Wakker and Jasper Knoester. In the short term, the Chief Diversity Officers have the following tasks:

- > To increase the awareness of the need for gender diversity at all levels of the University with a focus on inclusive leadership and making staff aware of unconscious bias
- > To closely monitor and evaluate the progress of gender diversity
- > To maintain contact with networks involved in gender diversity at the University



Gerry Wakker



Jasper Knoester

# Conditions of employment

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The University of Groningen offers a starting salary for the Rosalind Franklin Fellow/assistant professor, dependent on qualifications and relevant work experience, of a minimum of € 3,427 gross per month (salary scale 11 Dutch Universities) up to a maximum of € 5,330 gross per month (salary scale 12 Dutch Universities) for a full-time position.

The salaries include an 8% holiday allowance, an 8.3% end-of-year bonus and participation in an employee pension scheme. The conditions of employment comply with the Collective Labour Agreement for the University of Groningen.

The appointment of a Rosalind Franklin Fellow/assistant professor will be on a temporary basis for a maximum of 6 years. After 4–5 years of employment, there will be an assessment of performance based on established criteria including research and teaching qualifications. If the outcome of the assessment is positive, the assistant professor will be promoted to the rank of associate professor with tenure. At the end of a further 4–7 year period, there will be another assessment aimed at promotion to full professor.

Please visit our webpage for more information about conditions of employment: [www.rug.nl/about-us/work-with-us/rff/requirements-application/conditions-of-employment](http://www.rug.nl/about-us/work-with-us/rff/requirements-application/conditions-of-employment)



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## How to apply

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You may apply for this position before **1 February 2017** Dutch local time by means of the application form. Please visit our website: [www.rug.nl/rff](http://www.rug.nl/rff), for more information about these Fellowships, the requirements and the application procedure.

Applicants should submit:

- 1 A full curriculum vitae including a complete list of publications (file 1.)
- 2 A letter of motivation (file 2.)
- 3 A 3–5 page statement of research accomplishments and future research goals (file 3.)
- 4 A list of five selected ‘best papers’ (preferably including copies) (file 4.)
- 5 The names and contact information (including e-mail address) of 3 referees (file 5.).

The application files should be sent electronically in PDF format.  
Applications with missing credentials will not be taken into consideration.



# Information

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For more information, please consult:

## **General Information of the programme**

- > Mr C.S.F. Nienhuis, [c.s.f.nienhuis@rug.nl](mailto:c.s.f.nienhuis@rug.nl)

## **Specific information about the fellowships at the faculty of:**

### **Behavioral and Social Sciences**

- > Prof. Kees Aarts, Dean of the Faculty of Behavioural and Social Sciences, [c.w.a.m.aarts@rug.nl](mailto:c.w.a.m.aarts@rug.nl)
- > Vice-Dean Prof. Greetje van der Werf, [m.p.c.vander.werf@rug.nl](mailto:m.p.c.vander.werf@rug.nl)

### **Economics and Business**

- > Prof. H.J. de Jong, Dean of the Faculty of Economics and Business, [h.j.de.jong@rug.nl](mailto:h.j.de.jong@rug.nl)
- > Prof. A. Boonstra, Vice-Dean of the Faculty of Economics and Business, [albert.boonstra@rug.nl](mailto:albert.boonstra@rug.nl)

### **KVI - Center for Advanced Radiation Technology**

- > Prof. dr. A.M. van den Berg, director, [adriaan.van.den.Berg@rug.nl](mailto:adriaan.van.den.Berg@rug.nl)

### **Law**

- > Professor Jan Jans (Vice dean of the faculty of Law), [j.h.jans@rug.nl](mailto:j.h.jans@rug.nl)
- > Professor Heinrich Winter (Head of the Department Constitutional Administrative Law & Public Administration), [h.b.winter@rug.nl](mailto:h.b.winter@rug.nl)

### **Mathematics and Natural Sciences**

- > Ms Dr Y.E.F.M. Jeuken, [y.e.f.m.jeuken@rug.nl](mailto:y.e.f.m.jeuken@rug.nl)