



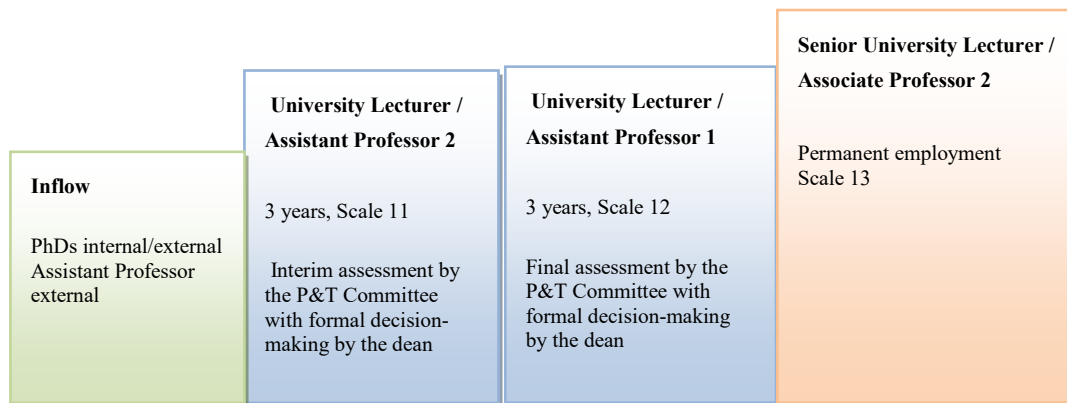
Tenure track

Overview

The FEB offers young talented scientists a challenging career trajectory, Tenure Track. The ambition is to recruit and retain young, talented and internationally orientated researchers who foster a good research climate in the FEB.

As a talented scientist you have the opportunity to develop yourself optimally in your academic career. The Tenure Track is characterised by a meticulous selection policy on the basis of specific criteria. During the Tenure Track, you are challenged to reach your full potential in the pursuit of high-quality research. During the entire trajectory you will be intensively supervised and coached by one of our professors.

You will start as an Assistant Professor and will grow into the position of Associate Professor in a period of six years. This challenging career path lead you in the same period to a permanent position at UvA when you meet the quality criteria.



The staff member conducts innovative research as a UD, which is connected to one of the faculty's research programmes. He or she is provided with research time for this purpose. Agreements are made with the supervisor regarding the line of research at the time of the appointment. If the staff member performs well and this is reflected in his or her portfolio, a permanent position as Senior University Lecturer / Associate Professor (UHD) may eventually be offered.

Assessment

Hereafter the assessment criteria for the final assessment for tenure after 5 years are set out.

1. Research conducted within a research programme of the faculty. This includes making research results public in international academic journals, giving lectures at seminars, conferences etc.
 - Fulfills the requirements for the ASE RI Journal List and requirements for TI (ASE) Research Fellow or the equivalent to this for the ABS.
 - The research and its importance are recognised by colleagues. This is evident, among other things, from invitations as guest speaker, distinctions, participation on (international) committees, etc.
 - The staff member has made demonstrable efforts in order to obtain 2nd and 3rd stream funding (funds from research on a contract basis and indirect funding from the NWO and related institutions).
 - The staff member is active as supervisor or co-supervisor for PhD candidates.
 - He or she, and in particular staff members of the ABS, should have shown that they can build bridges to the academic environment and address research questions that are relevant to this environment. This is evident from, among other things, the joint research projects, and the like.
2. Performance of teaching duties Preparing and performance of teaching duties:
 - The performance of teaching activities is good, as proved by course and student evaluations.
 - The staff member has shown evidence of being able to implement innovations/improvements to the lesson material and teaching methods.
 - The staff member has shown evidence of extensive subject-didactic knowledge. This is evident from, among other things, obtaining the University Teaching Qualification (UTQ) certificate.
 - The staff member is capable of translating his or her research area into teaching.
 - The staff member has a good command of the English language and is capable of lecturing in English.
3. Management (activities)
 - The staff member has shown evidence of possessing organisational qualities. This could, for example, include the role of programme coordinator or a role at a similar level.
 - The staff member has a collegial spirit and asks for, receives and gives feedback to colleagues.
 - The staff member contributes to the faculty's reputation in the broadest sense.
 - The staff member demonstrates insight into the teaching organisation and regulatory measures of the faculty.

Exceptional circumstances

If exceptional circumstances should arise, an employee is entitled to an extension of the assessment period (5 years for a tenure track of six years). The extension in case of long-term illness and care tasks is equal to the duration of the special leave granted as a result of the exceptional circumstances, provided this special leave exceeds 2 months. For the birth of a child, the extension for the mother is 12 months per child, and for the father the extension is 9 months per child. These extensions apply regardless of the length of special leave taken. The assessment period after extension shall not exceed 10 years.