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## Guidelines on the establishment of assistant professorships at TU Darmstadt



**Maxims:** Promotion of early career researchers as part of the overall early career concept at TU Darmstadt, particularly promotion in the R3 phase; transparency; process safety

**Objectives:** Qualification of an early career researcher for a professorship at TU Darmstadt or for a professorship outside of TU Darmstadt

**Legal bases:** § 64 of the Hessian University Law (HHG) in conjunction with § 63 HHG

### 1. Objectives

TU Darmstadt is establishing a modification of its current assistant professorship as further development (in the form of a qualification professorship in accordance with § 64 HHG). This serves to qualify early career researchers for a professorship inside or outside TU Darmstadt (as defined by the prerequisites for employment in accordance with § 62 para. 2 HHG). The previous provisions apply to the status and employment relationships of assistant professors, for whom the process (from the call for applications) has already been initiated.

By establishing the assistant professorship, TU Darmstadt is also pursuing the aim of being highly attractive to outstanding national and international early career researchers and offering them transparency and reliability.

### 2. Requirements

The prerequisites for employment according to the Hessian University Law in the respectively valid version apply to applicants for assistant professorships corresponding the qualification professorships.

### 3. Professorial appointment procedure

The professorial appointment procedure must meet the generally high quality standards of TU Darmstadt. Besides the regulations of HHG, the regulations of TU Darmstadt for appointments in their respective valid version apply to appointments to assistant professorships.

### 4. Arrangement and term

TU Darmstadt maintains a nationally and internationally recognised reference framework for the arrangement of the assistant professorship.

The significance of the assistant professorship is generally as follows:

- a) Establishment of the assistant professorship as a tool for early staff acquisition for a professorship at TU Darmstadt
  - Arrangement as a W2 professorship with tenure track (with development commitment in accordance with § 64 para. 3, clause 1 HHG)

### The President

Karolinenplatz 5  
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b) Establishment of the assistant professorship as a tool for the academic promotion of early career researchers for a professorship outside TU Darmstadt

→ Arrangement usually as a W1 professorship without tenure track (without development commitment in accordance with § 64 para. 5 HHG)

TU Darmstadt will primarily establish assistant professorships with tenure track (“development commitment”) in fields with strong research in which there is already an appropriate number of key professorships.

The teaching duties of the assistant professor will be reduced in both cases to the benefit of independent research (in accordance with § 64 para. 3, clause 3 HHG). More detailed provisions are contained in the teaching obligation regulation.

The term of an assistant professorship is usually six years. Upon appointment of early career research group leaders to a W1 assistant professorship, the term can be less than six years, although at least five, in individual cases.

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### 5. Evaluations

A staggered evaluation process takes place during the term of an assistant professorship with tenure track (with a development commitment). A progress evaluation takes place during the term of an assistant professorship without tenure track (without development commitment).

In the event of proven excellent achievements by assistant professors without tenure track (without development commitment), particularly in research (e.g. acquisition of an ERC grant), there may be the prospect of appointment to a permanent professorship following the end of the term of the assistant professorship (ad personam procedure) with the involvement of the tenure committee and following a decision on the individual case by the Executive Board.

More detailed provisions relating to this are contained in the statute on the undertaking of evaluation procedures in combination with the tenure guidelines at TU Darmstadt.

Darmstadt, 24 November 2016

Prof. Hans Jürgen Prömel  
– The President –