

1) Research achievements

International visibility and identification with a specific, individual research area, in which the researcher is the leading expert, documented by 3 original peer-reviewed research publications as corresponding author [e.g. Science, journals of the Nature series (e.g. Nature Plants), journals of the Cell series, Plant Cell, Plant Physiology, Molecular Plant, EMBO Journal, eLife, Journal of Experimental Botany, PLoS Biology and other journals of high scientific standard) and conference contributions with respective presentations (3 conferences)

For the interim evaluation: 1 submitted manuscripts and a research statement until the above-mentioned goals will have been achieved.

The overall performance must be equivalent to the accomplishments of researchers in a W3 position (proof mandatory).

Prospects: Potential for further achievements in this context must become clear.

2) Teaching as stated in the job posting

By the end of the contract, it is expected that the spectrum of courses held will meet the requirements of the subsequent W3 professorship. This also means teaching outside the main research areas listed in the job posting as part of the bachelor's and master's degree programs (e.g. Biochemistry, Molecular Biology).

Participation in the continuing education measures of higher education didactics is expected.

The researcher must have above-average teaching evaluations.

For the interim evaluation: very good teaching evaluations. Proof of newly developed teaching modules.

3) Initiatives for third-party funding (independent and extramural)

"Independent" means: as the sole or principal investigator responsible for a project or sub-project; "extramural" means: external funding sources, for which internal review procedures do not apply.

As third-party funded projects count: DFG individual research grant, ERC starting grant, grant of the DFG Emmy Noether programme, participation as PI in collaborative research projects (e.g. DFG-CRC, DFG-CRC/TRR, DFG-Priority Programme, DFG-Research Unit, DFG-Research Training Groups, EXC)

For the interim evaluation: at least 1 existing third-party funding or 1-2 definite application plans.

4) Building national and international partnerships

Proof of collaborations by participation in at least one externally funded collaborative project and an above-average number of joint publications

For the interim evaluation: Proof of respective collaborations. For the final evaluation: Proof of ongoing activities in this area.

5) Supervision of Final Theses

Supervision of final theses: at least 1 PhD student as first supervisor and 2 PhD student as second supervisor, several completed bachelor and master theses.

Proof of successful degree completion while acting as the first supervisor is mandatory, if the acting supervisor (professor) has a vacant doctoral position to fill; otherwise, participation in doctoral supervision (reviews, doctoral colloquia, second supervisions) is sufficient.

For the interim evaluation: 3 completed Bachelor's or Master's theses.

6) Participation in committees and administration (in more than one area)

In at least two areas, proof of the ability to carry out tasks independently, successfully and on one's own responsibility in this area.

For the interim evaluation: Proof of contribution in one area or proof of definite plans.

Items 1 to 3 are mandatory qualifications.

The final assessment should take into account an overall view of the candidate's achievements; criteria that have not been fulfilled can be replaced by other achievements.

This pertains to points 4 to 6.