RUB APPOINTMENT STANDARDS

Decisions on appointments are made by the RUB Rectorate based on proposals from the according Fakultät. The decisions are made on the basis of essential criteria which are listed below. A report created by the Rectorate’s Appointment Commissioner is also part of the decision-making process. To which extend the different criteria are taken into account depends on the type of professorship and on the institutional requirements specified in the Rectorate’s description for a new position. Criteria are assessed with reference to a candidate’s personal circumstances, which also means that periods of parental and carer’s leave will be treated generously (e.g. usually two years per child). The potential for further development of candidates is also taken into account, lending an additional dynamic element to these criteria.

**Exceptional research achievements** as demonstrated by: offers of professorial posts; publication output; research awards; patents; fellowships

**Exceptional teaching performance/competence in teaching at higher education level** as demonstrated by: student feedback; teaching experience; results of performance evaluation; teaching awards; further training in teaching at university level; supervision of dissertations; commitment to teaching within academic self-governance; broad scientific and methodological knowledge; sample lesson/lecture; teaching assessment

**Ability to attract third-party funding** as demonstrated by: third-party funding successfully secured to date (the monetary value is not necessarily the determining factor); experience in managing externally funded projects

**Consideration of Equal Opportunities standards** as demonstrated by: supporting vote by the Equal Opportunity Officer; compliance with relevant institutional requirements according to the Rectorate’s approval for the new position

**Interdisciplinarity/ability to integrate with existing RUB research areas** as demonstrated by: contribution to interdisciplinary research and teaching; research activities compatible with RUB’s high-profile research areas (see RUB’s University Development Plan)

**International focus/international visibility** as demonstrated by: internationally recognised research achievements; publication in internationally renowned journals; visits abroad; international contacts and collaborations; maintaining subject-related international research and teaching contacts; ability and willingness to conduct courses in English (and other languages, if appropriate)

**General professional skills** are weighted according to the responsibilities associated with the position. Although such competencies involve a certain level of subjectivity, to a large extent they can be tested during the recruitment process, particularly during the personal interview. At RUB, general professional skills specifically include the following:

- **Strategic skills** as demonstrated by: establishing new research areas; developing innovative teaching methods; initiating interdisciplinary and interdepartmental projects; developing concepts with practical applications; experience in research management; developing institutional visions; recognising conflicts of interest

- **Leadership skills** as demonstrated by: confident and persuasive manner; ability to convey effective arguments; leadership experience; delegation of tasks while taking account of staff capabilities; defined priorities; setting clear goals; enthusiasm

- **Communication skills** as demonstrated by: appropriate conduct depending on situation and audience; attentive listening; eye contact; ability to grasp and develop arguments; understanding; respectfulness

- **Collaborative skills** as demonstrated by: establishing and maintaining information and contact networks; initiating interdisciplinary research and teaching; collaborating with institutions outside RUB; active participation in working groups

- **Self-management skills** as demonstrated by: commitment shown in previous positions