

Guidelines for applying for a bonus position after a woman's habilitation

Application deadlines 2026: 20.02., 15.05., 21.08., 09.10.

The aim of equal opportunities work is to increase the proportion of women completing their habilitation. The Faculty of **Medicine's equality plan** therefore includes "Incentives for habilitation - bonus position after a woman has completed her habilitation" among the organizational support measures. This allows clinics and institutes to apply for a bonus position if one of their employees has completed her habilitation. This bonus position must be filled by a young female scientist who, as part of the funding, is given the freedom to further her scientific development in order to also work towards a habilitation.

- **Purpose of the rebate center:**
Scientific qualification of another junior researcher.
- **Target group**
Young female scientists who can prove that they have embarked on the path to habilitation. Please note that only young female scientists who belong to the core area of the UKE can be funded. Unfortunately, clinics that primarily serve patient care and do not have a scientific focus (e.g. MVZ, Martiniklinik) cannot be considered
- **Application by:**
The clinic or institute management applies to the Equal Opportunities Department gleichstellung@uke.de using the application form (see homepage).
- **Requirements for application.**
 - A scientist must have completed her habilitation at the respective clinic or institute within the last 6 months
 - The young scientist to be funded in the future must not currently be financed by the Faculty of Medicine's research promotion fund.
 - The funding period for the junior researcher's funded position must begin no later than 6 months after the grant is awarded.
 - As a rule, budget-financed young female scientists are funded
 - Young female scientists who are employed based on third-party funding can be funded to increase their respective position. It must be proven that the scientist is using the funding to advance her habilitation. This means that the research carried out during the funding period must go beyond the purely externally funded project and contribute to the scientist's habilitation.
 - The employment contract of the person to be funded must run at least until the end of the funding period.
- **Application procedure**

The management **application** must contain the following:

- **Completed application form** (see homepage) with the following information:

- An overview and evaluation of the scientific potential of the young researchers proposed for funding by the applicant regarding their current research and teaching activities and associated successes
- A concrete funding and qualification plan for the junior researcher to be funded, including a description of career prospects for the employee in the applicant clinic/institute after the end of the funding period.
- A clear outline of the planned steps on the path to habilitation (milestones) during the funding period and explanation of the overarching research focus by the junior researcher to be funded.
- An equal opportunities concept of the applying clinic/institute containing the following information:
 - Gender distribution at the various career levels of academic staff
 - Gender distribution of habilitations in the last 5 years
 - Regarding women who have habilitated in the last 5 years: A brief description of the extent to which these women scientists have received further support beyond their habilitation and what career path they have subsequently taken.
 - If there is a significant underrepresentation of women (especially at higher career levels): Measures taken or planned by the clinic/institute to work towards a balanced gender ratio.
- **List of publications, third-party funding and teaching achievements (see homepage)**
- **Curriculum vitae of the junior researcher (incl. information on diversity dimensions)**
- **Evaluation criteria**
Applications will be evaluated based on the following criteria:
 - previous academic career of the person to be funded
 - Gender equality concept of the applicant clinic or institute
- **Financing of the position**
Half of the junior researcher's position, which is funded by the Equal Opportunities Office, is paid directly from the Faculty of Medicine's equal opportunities budget.
- **Number and scope of the bonus point:**
Eight half-time positions, one half-time Ä1/E13 VK position each for 18 months
The following distribution is planned:
In a selection process involving the Equal Opportunities Committee, a total of six half positions are awarded to clinics or institutes.
Two half positions are awarded to clinics or institutes with a low proportion of women with habilitations.
- **Procedure, deadlines and decision on applications:**
The Committee for the Advancement of Women and Gender Equality decides on the applications submitted four times a year. The application must be submitted no later than **six months after the scientist has completed her habilitation**; later submission is not possible. After the application has been positively assessed by the Committee for the Advancement of Women and Gender Equality, the Equal Opportunities Department will request a personnel application from the applicant for the junior researcher to implement the personnel measure. **The personnel measure must begin no later than 6 months after the approval has been sent.**

At the end of the funding phase, the Equal Opportunities Office expects a joint report from the applicant and the funded researcher on the results achieved during the release phase **and a perspective on the continuation of the habilitation project.**

Applications should be addressed to the Equal Opportunities Officer Gesa Apenberg

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