

Vacancy Women In Science Excel programme - 2019

Four Women In Science Excel (WISE) positions at the NWO research institutes

The Women In Science Excel (WISE) programme provides talented female researchers with an opportunity to develop or expand their own research group at one of the NWO institutes. NWO believes in providing opportunities for all talented researchers to excel. As such, NWO is committed to improving the gender balance among its research staff. WISE contributes directly by attracting top female researchers and promoting their advancement. In five recruitment rounds, the NWO institutes will be offering a total of 20 WISE positions.

General requirements

You are a highly motivated and enthusiastic researcher and obtained your PhD degree preferably at least three years ago. You have an exemplary research record backed by publications in international top journals and/or peer-reviewed books. You have the ability to act independently and have worked in several research institutes, preferably in different countries. You are capable of establishing partnerships with researchers in other scientific fields. You have a proven affinity for teaching, demonstrated by tutoring/mentoring of individuals or small groups, for example. You have very good organisational and communication skills, and know how to inspire your co-workers. You will be expected to acquire external funding for research projects and to learn the Dutch language.

Your application must include a well-founded, innovative research plan for the duration of your proposed WISE position and a challenging outlook for the future, which takes into account the international research landscape of the institute you want to work for.

The WISE positions principally target young female researchers who have obtained their PhD preferably at least three years ago. Depending on the experience the candidates have, a successful candidate will be offered a position (three to five years) at the institute of their choice. Following a successful tenure track, the researchers will receive a tenured position at the same institute. There are also opportunities for more senior female researchers, who qualify more quickly for tenured positions, with a proportionally shorter duration of the WISE position. Researchers employed at the institute for a maximum period of two years can also apply for a WISE position. More specifically a WISE funding is possible for three kinds of structures:

I. Standard tenure track position for a fixed period of five years

Profile: Candidates are excellent researchers with a striking and original talent as well as a considerable fascination for doing challenging and pioneering research. The focus in this respect is on innovative and curiosity-driven research. In view of the programme's aim, candidates must be clearly capable of independently formulating and realising a line of scientific research. Therefore candidates must already have demonstrated their ability in their discipline. The candidates have carried out several years of postdoctoral research after their PhD and have demonstrated the ability to independently generate and effect innovative ideas.

II. Accelerated tenure track position for an experienced candidate for a fixed period shorter than five years

Profile: see above but for a shorter period

III. Permanent position for a senior candidate (funding for max. three years)

Profile: Candidates are excellent researchers with a striking and original talent as well as having a considerable fascination for doing challenging and pioneering research. The focus in this respect is on innovative and curiosity-driven research. In view of the purpose of the programme,

it is obviously essential that researchers should have the ability to formulate and conduct a line of scientific research independently. This implies that they will already have proven their abilities in their field of research. Candidates are excellent senior researchers who have successfully demonstrated the ability to develop his/her own innovative line of research and the ability to act as a coach for young researchers.

The candidates may indicate in their application which structure has their preferences. The position offered will however be decided upon by the institute.

Four WISE positions are being offered in the third round of the programme. The NWO research institutes participating in this third round are: ARCNL, CWI, Nikhef, NIOZ and SRON. For details concerning each institute's research and strategy including possible further specification on the available topics for a WISE position, please check www.nwo.nl/wise.

Conditions of employment

We offer a top-level research environment with excellent opportunities to expand and develop your own research programme and personal development plan. At the start of your contract, you will develop a strategy to ensure the successful completion of your research project. This strategy will also detail arrangements to guarantee a strong starting position for you (such as a PhD position or a consumables budget) and provide you with personal career development guidance (such as courses and the assignment of a mentor). Employees from abroad will receive support settling in the Netherlands, for example with housing or finding partners a suitable job.

A WISE position is for a period of three to five years depending on experience and accomplishments. The terms of employment comply with the Dutch Collective Labour Agreement for Research Centres ('CAO-onderzoekinstellingen'), starting in salary scale 11 or 12. Depending on your background and experience, the gross monthly salary of a tenure track position on a full-time basis will range between €3,682.00 and €5,757.00 gross per month. Employees are also entitled to a holiday allowance of 8% of the gross annual salary and a year-end bonus of 8.33%. It is possible to work part-time with a minimum of 0.8 FTE and flexible working hours. If the employment is less than 1 FTE, the term of the employment will be extended proportionally, with a maximum of six years.

Your performance will be evaluated regularly during your appointment, based on performance criteria agreed upon and outlined in your research plan. At the end of a successfully completed tenure track term, a candidate will be offered a tenured position (WISE category I or II) or an extended permanent position (WISE category III).

Application

Applicants should submit:

1. a letter of motivation, including which of the participating NWO research institutes you want to apply for;
2. a 3-5 page research plan, including a statement of research accomplishments and future research goals, possible collaborations within the institute or outside the institute, and how this research dovetails with the institute's strategy;
3. three reference letters;
4. a list of 3-5 selected 'best papers' (preferably including copies); and
5. a full curriculum vitae including a complete list of publications.

The application files should be sent electronically in PDF format to wise-applications@nwo.nl. Incomplete applications or applications submitted after the deadline will not be taken into consideration. You may apply for this position until 4 December 14:00 CEST.

The application is a two-step procedure. A committee assigned by the institute chosen by the candidate will make an initial selection. An independent committee with (international) researchers from outside the institutes will evaluate and prioritise the candidate(s) nominated by the institutes and make the final decision.

First interview with institute of choice is planned in the period January till mid-March 2019. A second interview (if applicable) by the selection committee will be planned in the second half of April. More details about the application procedure and the timeframe reserved for interviews can be found on www.nwo.nl/wise.

For more information, please contact Helga Varwijk via wise@nwo.nl or +31 (0)70 344 0529. Please do not send application documents to this address. For more information about the WISE programme, please visit the website: www.nwo.nl/wise.

20 September 2018