



## **Rules for Max Planck Research Group Leader with tenure track at W 2 level**

*– Resolution adopted by the Senate of the Max Planck Society  
from March 20, 2009 in the version adopted on November 20, 2009 –*

Max Planck Research Groups are intended to promote outstandingly gifted young male and female scientists. In individual subject areas it is appropriate to make appointments to W 2 posts with tenure track in order to be internationally competitive.

The leader of a fixed-term Max Planck Research Group may be appointed with or without tenure track. If the candidate displays outstanding suitability, a group leader appointed with tenure track may be installed via a tenure procedure in a permanent post at W 2 level at the Max Planck Institute. The establishment of a Max Planck Research Group is composed of two components, the appointment of the group leader to a fixed-term W 2 position and approval for a fixed-term Max Planck Research Group. Tenure track applies to the position.

When tenure (= installation in a permanent W 2 position<sup>1</sup>) is granted, it carries with it the enduring right to engage in independent research. That is to say, within the scope of his or her area of activity the W 2 scientist is subject to no restriction on the choice, order or implementation of his or her scientific work and disposes over his or her own financial resources, which are determined by the Board of Directors as part of the Max Planck Institute budget.

Before inviting applications for the post of leader of a Max Planck Research Group, each Institute must decide in favor of one of the following options.

1. Invitations without tenure track
2. Invitations with tenure track

Invitations to apply for open-subject Max Planck Research Group must be supplemented with a note to the effect that "Tenure track may be possible in individual cases by agreement with the Institute".

In exceptional cases tenure track may be granted while funding is ongoing. If tenure track is to be granted, the Institute must at the time of application provide evidence of the necessity of tenure track and the availability of a W 2 post, and describe the rights and duties of the W 2 post holder to be defined in the employment contract in the event that the appointment is made permanent.

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<sup>1</sup> This rule applies only to W 2 posts for Max Planck Research Group Leader. The rules for other W 2 staff remain unaffected.

Appointments of Max Planck Research Group Leaders with tenure track are still fundamentally subject to the Rules for Max Planck Research Groups based on the resolution adopted by the Senate of the Max Planck Society on March 11, 1994, as amended on November 20, 2009.

Moreover:

1. Once the wording of the call for applications has been coordinated with the Vice President, the position of the Max Planck Research Group Leader must be advertised internationally.
2. It is the responsibility of a committee chaired by the Vice President to formally propose a candidate for appointment to the position of the Max Planck Research Group Leader. The appointment is made by the President of the Max Planck Society.
3. The option exists for the Max Planck Research Group Leader with tenure track to be appointed via a tenure procedure to a permanent post at W 2 level.
4. Prior to the expiry of the fixed five-year period for which the Max Planck Research Group is established, or at the latest prior to the expiry of a two-year extension period (5 + 2 years), an evaluation must be undertaken by a committee appointed by the Vice President, which must include and consult with external experts. The committee will also seek the opinion of the Institute. Upon joint application by the Max Planck Institute and the candidate, the evaluation may take place at an earlier time.
5. Upon the recommendation of this committee the candidate may be installed by the President in a permanent position at W 2 level. It is prohibited to directly continue to employ the Max Planck Research Group Leader with tenure track following expiry of the fixed-term period without the committee's recommendation.
6. In common with Directors and Max Planck Research Group Leaders, the W 2 scientist with tenure enjoys scientific independence. That is to say, within the scope of his or her area of activity he or she is free and subject to no restriction on the choice, order or implementation of his or her scientific work. In addition, he or she disposes over his or her own financial resources, is free to apply for third-party funds, is subject to evaluation by the Scientific Advisory Board and must prepare a contribution to the Institute activity report. Every scientist is responsible for his or her own publications.
7. The rights and duties of the W 2 scientist must, in the event that the appointment is made permanent, be contractually specified. Unless these rights and duties are satisfactorily specified, no call for applications for a position with tenure track may be issued. The decision as to whether satisfactory specification is to hand lies with the President.

8. Personnel and material funding for Max Planck Research Groups advertised on an open-subject basis with or without tenure track is provided by the Max Planck Society out of central funds. Max Planck Research Groups are established for a fixed period (5 + 2 years). This rule applies only to Max Planck Research Group Leaders with tenure track. The rules for Max Planck Research Group Leaders without tenure track remain unaffected.
9. Following the expiry of the Max Planck Research Group and admission to a permanent W 2 post, both the W 2 post and the personnel and material resources must be financed out of the current Institute budget. The personnel and material resources must be defined in the employment contract. These resources are determined by a resolution adopted by the Board of Directors and regularly reviewed.