



Guidelines for the Appointment of Scientists to W2 Positions

1. The core element of a W 2 position in the Max-Planck-Gesellschaft ought to be the scientific autonomy and independence of the scientists filling this position.
2. Scientists newly appointed to W2 positions will be referred to as Max Planck Research Group Leaders (MPRGL) in the future to highlight that they were all selected according to the same high quality standards. In contrast to current Institute-specific and open-topic Max Planck Research Groups (MPRGL), the term "Group" does not necessarily mean that the Group has to consist of more than one person.
3. Max Planck Research Groups can be awarded at departmental level, at Institute level or at central level within the framework of the open-topic calls for application.
4. Depending on the organizational unit providing the resources for the Group, the funding for an MPRG will come either from the Department's budget, the Institute's budget, or from central funds. The amount of the funding should be competitive within the relevant Section or discipline, and must not lead to gender-specific discrimination.
5. The right to propose the research research topic to which the MPRG is dedicated rests with the organizational unit making the award and should be agreed with the organizational structurally superior to it: typically, the thematic direction of Department-funded MPRGs shall follow that of the Department; in the case of Institute-funded MPRGs, it will follow that of the Institute; centrally-financed open-topic MPRGs are, as before, completely free as to their thematic orientation. The letter of appointment will outline the framework of the thematic dedication; a review will take place as part of the regular meetings of the Scientific Advisory Board.
6. In order to ensure the high scientific level of all W2 post-holders and a high degree of transparency of the selection procedure, the positions are to be advertised internationally and awarded by means of a competitive, Section-based procedure using uniform quality standards.

7. The selected scientists will be appointed to the position by the President for a fixed-term period and are granted full scientific autonomy. The Managing Director will conclude the contract of employment. The letter of appointment or contract of employment will also specify any additional tasks to be performed by the appointee at the Institute, if applicable, and the percentage of overall working time such tasks will comprise. The contract will run for a period of five years and can be extended up to twice by a two-year period in accordance with the regulations of the specific Section.
8. - The Sections develop their own procedure for call for application and selection practice for the Max Planck Research Groups that are to be based in a Department/Institute: It is to be ensured that the relevant Department/Institute is involved in such a procedure to an appropriate degree. The procedure shall include annual or biannual selection dates in order to ensure that the candidates are selected by means of a competitive process. The relevant committees shall be chaired by the Vice President.
The selection for an open-topic Max Planck Research Group is carried out in line with previous procedure chaired by a Vice President.
It should be endeavoured that a high proportion of female scientists is selected in all these procedures, which must at least correspond to the Section-specific target as outlined in the MPG's voluntary commitment.
9. Scientists working at an Institute can apply in response to calls for applications for MPRGs at the same Institute in competition with other applicants. The call for applications and the selection procedures must be designed in such a manner that there are no automatic advantages for favourites of the Institute.
10. Where appropriate, scientists on a fixed-term contract caring for at least one child under 18 years of age during the term of their fixed-term contract shall be offered a fixed-term follow-on contract in order to compensate, in the particular case, for disadvantages in their career development compared with comparable staff members with no care obligations. The term of such a follow-on contract should not exceed two years. If a scientist does not avail of the statutorily possible parental leave at all or only to a limited extent, the duration of the contract can be extended to up to four years, depending on the circumstances of the individual case. The decision and the duration of the follow-on contract shall be guided by individual requirements, taking into account the statutory possibilities for fixed-term employment, particularly the provisions of the Academic Fixed-Term Contract Act (Wissenschaftszeitvertragsgesetz - WissZeitVG). Any such applications shall be addressed to the President in order to ensure they are dealt with equally.

11. On appointment, the fixed-term W2 position can be backed up with a TVöD-E15 position of the Institute to fall back on, in order to provide the candidate with prospects above and beyond the fixed-term appointment. The relevant decision will be made by the respective Institute. In addition, the Senate resolution of 20 March 2009 in the version dated 20 November 2009 on the tenure track procedure with W2 positions applies.
12. In the future, the usual case should be MPRG Leaders employed on a fixed-term contract who are offered a professorship in this position and, and who will continue their career outside the Max-Planck-Gesellschaft. In justified cases, an MPRG can be advertised and awarded with tenure track or tenure. This can also be done retrospectively for an MPRG which is initially awarded for a fixed term. The entire Institute Board of Directors and the President must agree to the call for application for a Max Planck Research Group with tenure track.
13. An MPRG bound to a specific Department may only be staffed if the Director's statutory date of reaching Emeritus status at the time of induction is further in the future than the end of the Group's regular duration. Furthermore, after the Director has retired, no longer-term bridging funding may result from the staffing of the MPRG (as a rule: five years) which could make it more difficult to appoint a successor.¹
14. The tenure decisions for W2 positions with tenure will be made by the W2 committees of the Sections.²
15. There will be no more individual inductions of new appointees to W2 positions in the future. Existing appointment commitments for W2 positions will remain valid on a budget-neutral basis. New appointment commitments can only be made in accordance with the new regulations. It is also recommended that already existing appointment commitments should be finalized in accordance with the new regulations. If an existing appointment offer specifies remuneration on a non-tariff basis rather than a W2 basis, any additional costs which may arise from this will be compensated from central funds.
16. As part of the appointment negotiations for W3 positions, W2 positions can be offered to the partners of possible candidates within the scope of dual career solutions. These W2 positions can be offered without a call for applications or in accordance with the usual procedures in the Section and are backed up with a TVöD position. In these cases, the initiation of a tenure track procedure is also possible.
17. It lies within the discretion of the Sections whether to apply the Minerva Fast Track procedure.

¹ In justified specific cases, individual exceptions are possible with the approval of the Board of Directors.

²The procedure for tenure and tenure track procedures for W 2 positions is currently under discussion in the Human and Social Sciences Section; a decision is still pending.