



Guidelines for the Appointment of Scientists to W 2 Positions

1. The core element of a W 2 position in the Max-Planck-Gesellschaft is the scientific autonomy and independence of the scientists filling this position.
2. Scientists newly appointed to W 2 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 (MPRG), the term "Group" does not necessarily mean that the Group's resources have to consist of more than one person in a discipline-specific respect.
3. Max Planck Research Groups can be awarded at Department 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 topic to which the MPRG is dedicated lies with the organizational unit making the award and should be agreed with the organizational unit above it: typically, the thematic direction of the 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 will continue to have complete freedom in their choice of research priority. The letter of appointment will outline the framework of the thematic direction; 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 holders of a W 2 position 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 employment contract will be concluded with the Managing Director of the Institute. The letter of appointment or employment contract 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 twice, each time by a period of up to two years, on a Section-specific basis.

8. The Sections shall develop an application and selection procedure for those MPRGs who are to be based in a Department or Institute. It should be ensured that the Department/Institute is involved in such a process to an appropriate degree. The procedure shall include annual or biannual selection dates in order to ensure that candidates are selected by means of a competitive process. The relevant committees shall be chaired by the Vice President.

The selection for the Open-Topic MPRGs will continue to be carried out in accordance with current procedures, headed 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 self-commitment.

9. Scientists from an Institute may also apply for MPRGs at their own Institute. They will compete against other applicants. The call for applications and the selection procedure 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 looking after 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 responsibilities. 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 forwarded to the President in order to ensure they are dealt with equally.

11. On employment, the fixed-term W 2 position can be backed up with a TVöD E 15 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 Institute in question. In addition, the Senate resolution of March 20, 2009 in the version dated November 20, 2009 on the tenure track procedure with W 2 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 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 a MPRG which is initially awarded for a fixed term. A call for a MPRG with tenure track or tenure must be previously approved by all members of the Institute's Board of Directors and the President.
13. An appointment to a Department-specific MPRG may only be made when, at the time of the appointment, the statutory retirement date of the Department's Director is after the Group's regular term has ended. Furthermore, after the Director has retired, no longer-term bridging funding may result from the appointment to the MPRG (as a guide: five years), which could make it more difficult to appoint a successor¹.
14. The tenure decisions for W 2 positions with tenure will be made by the W 2 committees of the Sections².
15. There will be no more individual inductions of new appointees to W 2 positions in the future. Existing appointment commitments for W 2 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 W 2 basis, any additional costs which may arise from this will be compensated from central funds.
16. As part of the appointment negotiations for W 3 positions, W 2 positions can be offered to the partners of possible candidates within the scope of dual career solutions. These W 2 positions can be offered without a call for applications, or else 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 use the Minerva Fast Track procedure.

¹ Individual arrangements can be made by way of exception with the approval of the Board of Directors in justified cases. Editorial note: Additionally, the President reserves the right of approval.

² The proceeding for tenure and tenure track procedures for W 2 positions is still under discussion in the Human Sciences Section and no decision has been made as yet.