

**Career scheme for the scientific
University staff according to
Section 99 (5) Universities Act 2002
"New qualification agreement"**

Career Opportunities

For MedUni Vienna, it is important to promote highly talented researchers and teaching staff as early as possible and to signal that with continuously high performance, these employees will have long-term prospects at the university.

Pursuant to Section 99 (5) of the Universities Act 2002 (*Universitätsgesetz*, UG) in conjunction with the Collective Agreement for University Employees (*Kollektivvertrag*, KollV), young academics are offered **career opportunities within the career scheme "Qualification Agreement New"** ("QA New"), whereby the offer of a qualification agreement requires an international invitation for tenders. In addition, associate professors can obtain a professorship by means of a **shortened appointment procedure** (Section 99 (4) UG). The number of all career positions under Section 99° (4) to (5) UG must be determined prospectively in the Development Plan (*Entwicklungsplan*) (see Annex to Development Plan 2019-2024, the positions under Section 99 (5) can be found in the Development Plan under Career Positions (*Laufbahnstellen*) pursuant to Section 13b (3) UG).

In addition to the career models, under UG and KollV, MedUni Vienna also has an internal career model in order to offer young scientists a broader range of career opportunities.

Procedure

"Qualification Agreement New" within the framework of the KollV

The offer of a Qualification Agreement in accordance with Section 99 (5) UG requires the implementation of a selection procedure according to international competitive standards, in particular with international advertisement of the position. This allows for a career step that takes into account the aspects of personnel development and the advancement of women on the one hand and the focal points of MedUni Vienna, the profile of the organizational units and the quality of the female scientists on the other, thus also creating individual career perspectives.

The Qualification Agreement defines qualification goals that should be achieved within six years. Fulfilment of the Qualification Agreement entitles the employee to an indefinite employment relationship, as far as none exists already.

The following **cornerstones** form the basis for the "**Qualification Agreement New**":

1. Coverage in the Development Plan

- Consistency with the number of posts set out in the Development Plan eligible for a Qualification Agreement;
- Observance of the women's advancement plan.

2. International invitation for tenders for the post associated with a Qualification Agreement

The number of posts eligible for a Qualification Agreement is defined in the development plan. The Qualification Agreements are granted to strengthen innovative subjects and to strengthen existing specialist areas. According to Section 99 (5) UG, the rectorate must carry out a selection procedure that meets international competitive standards before awarding a Qualification Agreement; in particular, the position must be advertised internationally as an Assistant Professorship (tenure track). In the tender procedure, a focus can be set with defined requirements for the areas of research, teaching, clinic, internationality and special criteria, including focus qualification. The contents of the catalogue of criteria listed under A. in the appendix can be specified in more detail in the call for proposals.

3. Qualification profile

A Qualification Agreement requires that the academic employee is prequalified so that the achievement of the qualification goals can realistically be expected during the qualification period of six years. The required entry criteria for a Qualification Agreement are listed in the Annex under A.

4. Selection procedure

The Rector selects the most suitable candidates in a preselection process. The Rector makes use of an **advisory committee** consisting of the chairmen of the works council for academic university staff and the working group for equal treatment issues, as well as the members of the rectorate responsible for research and teaching. Two expert opinions (of which at least one is international) shall be obtained from the rector for each candidate in the shortlist. Each application must contain three letters of reference, ideally international ones. Each candidate must present him/herself to the advisory committee and the university professors from the specialist field, the working group for equal treatment and the works council committees. The university professors of the relevant field are to be consulted on the outcome of the selection procedure. The decision shall be made together with the advisory committee.

The selection process is based on the following assessment criteria: Report, hearing, statement of the university professors of the relevant field, statement by the advisory committee, letters of reference.

Once the Rector has decided on the most suitable candidate in the selection procedure, the Qualification Agreement is signed.

5. Conclusion of a Qualification Agreement

a) **Criteria for meeting the requirements of the Qualification Agreement**

In the Qualification Agreement, the contents of the catalogue of criteria listed under B. in the appendix are individually specified. **Focal points** are possible.

b) **Term**

The term of the Qualification Agreement is **six years**, with an **interim evaluation** taking place after three years.

In the case of maternity and parental leave as well as military, training or civilian service, the qualification period shall be extended accordingly at the request of the person concerned.

c) **Rights**

- Granting sufficient time for the achievement of the agreed qualification goals, including in the clinical area in particular the granting of phases with reduced clinical activity or dedicated periods for research and teaching.
- Support during the qualification phase (e.g. support by superiors, access to infrastructure and human resources)
- Higher compensation
- Employment as **assistant professor**

d) **Evaluation**

Within the framework of an evaluation procedure, it is determined whether and to what extent the research assistant fulfils the criteria laid down in the Qualification Agreement. An interim evaluation shall take place 3 years after the beginning of the qualification period. Compliance with the Qualification Agreement (or, if applicable, non-compliance) is established by the Rector after obtaining two expert opinions and the opinion of the university professors close to the specialist field and after hearing the opinion of the advisory committee under 4. in the fifth year of the qualification period.

e) **Legal consequences of compliance**

- If necessary, extension of the previously fixed-term employment relationship for an indefinite period of time
- Title "**Associate Professor**" ("Assoc. Professor" or "Assoc. Prof./ Assoc. Prof.in")
- Right to exercise research and teaching independently
- Member of the group of university professors under organizational law
- Higher compensation

f) **Legal consequences of non-compliance**

Termination of temporary employment or in principle, possible termination by the university if the employment relationship is already permanent.

g) **Official duties**

Official duties include research, teaching and administrative activities; in the case of clinically active doctors, also the fulfilment of medical duties within the framework of a hospital.

A more detailed definition and the respective scope of these official duties shall be determined in accordance with the employment contract in the target agreements or within the framework of **performance reviews** with the staff. Every 5 years, an **evaluation** of the continuous performance of the scientific staff is carried out (Section 14 para. 7 UG, VIII. section of the statutes of MedUni Vienna).

6. Report

The head of the organizational unit concerned and, in the case of subdivided organizational units, also the head of the subunit (department or institute) shall submit a statement on the extent the Qualification Agreement has been fulfilled in the interim evaluation three years after the start of the respective qualification period and in the evaluation at the end of the qualification period.

7. Entry into force of the career scheme

The present career scheme "New Qualification Agreement" is announced by the Rector in an appropriate manner and shall enter into force at the time of announcement.

ANNEX

Requirements and contents of Qualification Agreements

A Qualification Agreement requires pre-qualification of the academic employee so that the achievement of the qualification goals can realistically be expected during the six-year qualification period.

A. Entry criteria for a qualification agreement

For offering a Qualification Agreement, the criteria from the following catalogue of criteria must be available:

1. **International recognition as a researcher** in the respective field
2. **Completed doctorate or PhD degree** (for medical doctors PhD, Dr. scient. med. or comparable domestic or foreign degree)
3. **Research and innovation**
 - a) Minimum number of **publications**: 11 publications, of which three (original) works in a top journal¹ as first or last author (one work in an interdisciplinary top journal² replaces two top journals) and at least eight (original) works as first or last author in standard journals; each further work in a top journal replaces two standard journals. **Continuous achievements** in the years prior to the application, whereby the use of part-time employment and/or leave options for family responsibilities and purely age-related deviations in the quantity of scientific output between the applicants must be taken into account.
 - b) Relevant **acquisition of third-party funding** with peer review procedures (FWF or equivalent) or corporate third-party funds; acquired scholarships and fellowships; continued performance (project responsibility), whereby the use of part-time employment and/or leave options for family responsibilities and purely age-related differences in the quantity of achievements between the applicants shall be taken into account accordingly.
4. **Internationality and Mobility**

At least **6 months** of work experience at an external, preferably foreign, teaching and/or research institution;
5. **Teaching and student support**
 - a) Proof of independent teaching of **courses** (lectures, seminars, internships) at academic institutions (university teaching) including examination activity. Evidence of the available evaluations

and

¹ This refers to the first 20% of the journals (original papers published) of a discipline according to ISI; these lists are adapted annually. For the evaluation of scientific publications (calculation of the categories 'Top' and 'Standard'), the ISI list current at the time of application is to be used. In subjects that do not work with ISI lists, the internationally accepted assessment methods should be used. Shared first and last authorships are only counted on a pro rata basis.

² New England Journal of Medicine, Lancet, Nature, Science, Cell

- b) Proof of the independent **main supervision** of doctoral students and diploma students and proof of the holding of **courses on scientific competence** (imparting research methods, research results and the research process). Evidence of the evaluations;

as well as

- c) Proof of further achievements in teaching, mentoring and university development.

B. Criteria for fulfilment

The contents of the Qualification Agreement are to be determined individually from the following catalogue of criteria, whereby in individual cases focal points are possible:

1. **Double the number of publications** compared to the entry criteria (point 3.a), continuous performance during the qualification period (at least 10 publications) continued **acquisition of third-party funding** with peer review procedure (FWF or equivalent) or corporate third-party funding; acquired scholarships and fellowships; continued performance (project responsibility)
2. **Continuous achievements** in teaching, mentoring, student support according to the entry criteria (point 5.)
3. **Further expansion of international visibility**
4. Attendance of **personnel development measures** (e.g. seminar for supervisors, GSP, leadership, etc.)

It is recommended to exceed the criteria laid down in the individual qualification agreement in research or teaching, so that any discrepancies as to whether all criteria have actually been met (e.g. the assignment of a publication) become irrelevant.