Template:   
Further information on the application

Personnel concept

The VolkswagenFoundation aims to promote good working conditions in the context of projects that are funded by the Foundation. This includes

* + Good supervision in qualification phases
  + Appropriate pay for all staff employed in a project
  + Career support for researchers at the stages R1-R3[[1]](#footnote-1)
  + Team constellations and role allocations that are adequate for the research project

To ensure that these conditions are met, the VolkswagenFoundation asks applicants to answer the questions below (in total max. 5000 characters without spaces, option to use bullet points) to reflect on how the above mentioned aspects are implemented in the project you are applying for.

**Please note that some funding initiatives have individual specifications with regard to the types of personnel that can funded** (cf. the respective “information for applicants”).

1. **The VolkswagenFoundation expects choices regarding the employment category of those hired to be based on the project requirements rather than on cost considerations.**

Please describe the team constellation of the project you are applying for (PhD candidates, postdocs, teaching substitutes etc.). Which competences and qualifications are required to carry out the planned work packages?

In case of multiple project partners: Please discuss the allocation of roles within the team of applicants.

Please write your text here.

1. **The Foundation allows for the employment of staff who are on permanent contracts as part of funded projects. This entails that universities can use the Foundation’s funding for the duration of the project to pay the salary of the employee involved for the hours that she / he works on the project.**

Are you planning to involve staff (full time or part-time) in your project who is on a permanent contract at his / her university?

Please write your text here.

1. **It is of special concern to the VolkswagenFoundation to promote the academic qualification process, as well as the scientific and non-scientific career pathways of employees in projects that receive the Foundation’s funding.**

If you are applying for funding for PhD positions, please elaborate on your supervision concept and the available offers for PhD candidates at your faculty / university.

If you are applying for funding for postdoc positions, please outline how a postdoc can develop an independent research profile and prepare subsequent career steps while working on the project.

Are you planning any other measures to ensure that employees in your project can qualify for further career steps, either within or outside the academic system?

Please write your text here.

1. **PhD candidates funded by the VolkswagenFoundation are expected to be employed on 65-100% positions, dependent on the project requirements but independent from their respective discipline.**

Please justify the working hours of your employees based on the project requirements (in cooperation projects for all the involved research institutions).

Please write your text here.

1. For a characterization of career stages R1-R3 see <https://euraxess.ec.europa.eu/europe/career-development/training-researchers/research-profiles-descriptors>. [↑](#footnote-ref-1)