

## Guideline and commitment for R2 researchers and their supervisors at ICBM

ICBM is committed to provide a supportive environment for postdoctoral career development. This document serves to provide guidelines for advising postdoctoral researchers at ICBM. We follow the career path definition given by the EU<sup>1</sup> and adopted by the UOL<sup>2</sup>. We focus here on the R2 phase that is the postdoctoral phase after achieving a doctoral degree (R1). R2 is a qualification phase that establishes scientific independence. Thereby, it is separate from an established researcher (R3) and leading researcher (R4).

***The "European Framework for Research Careers" describes four broad profiles, with the following working titles:***

- R1** First stage researcher (up to the point of PhD)
- R2** Recognised researcher (PhD holders or equivalent who are not yet fully independent)
- R3** Established researcher (researchers who have developed a level of independence)
- R4** Leading researcher (researchers leading their research area or field)

To support clearer recognition of this advancement, we reserve the title postdoc or postdoctoral researcher exclusively for those in the R2 phase. For researchers who have progressed into a more advanced stage (R3, R4), we recommend the use of alternative titles (e.g. senior scientist, leading scientist) that better reflect their level of expertise and leadership.

We encourage postdoctoral researchers and advisors to use this document for onboarding and reflecting on career development.

## Qualification goals for R2 researchers at ICBM

In the following, goals for R2 researchers are listed as headlines and potential criteria how these may be achieved are provided below each headline. The importance of each goal will differ for the individual researcher depending on their career goals.

- *Has demonstrated a systematic understanding of a field of study and mastery of research associated with that field;*
  - Acquiring new method competences
  - Thematically connected publications establishing independent research focus
- *Has demonstrated the ability to conceive, design, implement and adapt a substantial program of research with integrity;*

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<sup>1</sup> [https://euraxess.ec.europa.eu/sites/default/files/policy\\_library/towards\\_a\\_european\\_framework\\_for\\_research\\_careers\\_final.pdf](https://euraxess.ec.europa.eu/sites/default/files/policy_library/towards_a_european_framework_for_research_careers_final.pdf)

<sup>2</sup> <https://uol.de/forschungsfoerderung/fruehe-karrierephasen/postdocs>

- Acquiring or developing competences in grant applications
- Acquiring or deepening competences in science management
- Supervision of bachelor and master students
  - 1st supervisor for BSc/MSc (possible upon request)
- Participation in PhD thesis committees
- *Has made a contribution through original research that extends the frontier of knowledge by developing a substantial body of work, innovation or application. This could merit national or international refereed publication or patent; Demonstrates critical analysis, evaluation and synthesis of new and complex ideas*
  - First author publications in international peer-reviewed journals
    - with a focus on publications without R1- and R2- advisors
  - Senior author publications, preferably without R1/R2 advisors
  - Publications deriving from e.g. workshops without R1/R2 advisors
  - participation in peer-review for journals or funding agencies
- *Can communicate with peers - be able to explain the outcome of own research and value thereof to the research community and society;*
  - Presentations at workshops and conferences
  - session chairing at conferences
  - Transfer and outreach activities, e.g.:
    - stake holder dialogs (incl. industry/economy)
    - public lectures
  - plan a new project with peers (e.g. grant application)
  - international collaborations and experiences
    - Co-authors papers in journals or at workshops and conferences
    - research visits
  - commissions of trust, work in national or international committee work (e.g. scientific societies, early career networks)
- *Takes ownership for and manages own career progression, sets realistic and achievable career goals, identifies and develops ways to improve employability;*
  - Exchange with peers and supervisors
  - leadership competences
    - Graduate academy possible/allowed?
      - leadership skills
      - project management
  - participation in courses on supervision, teaching at universities, group leadership at Graduate Academy or elsewhere
- *We encourage acquirement of teaching competences*
  - *possibilities for PostDocs exist in diverse study programs*
  - didactic courses

## Teaching opportunities

We encourage postdocs to actively take part in teaching. Therefore, we provide opportunities to gain teaching experience by teaching specialized courses related to their own fields of expertise in the bachelor, master study or doctoral researcher programs at UOL (details see below). Further, to obtain a didactical background, workshops on academic teaching are offered centrally by UOL. In addition, postdoctoral researchers may be involved in supervision of bachelor, master as well as doctoral students, e.g., by becoming members of doctoral researchers' thesis committees or by acting as mentors.

*Current opportunities for teaching:*

### B.Sc. Environmental Sciences

*pb419 - Current topics and modern methods in environmental sciences (total 6CP)*

*individual courses of 2SWS offered (3CP each – students have to pick 2)*

*Module responsibility: Marion Pohlner*

*mar020 (maybe) - Environmental and earth sciences (total 12CP)*

*individual courses of 4SWS offered (6CP each)*

*Module responsibility: Marion Pohlner*

### M.Sc. Environmental Sciences

*mar471 – One day excursion (1CP per day)*

*Module responsibility: Peter Schupp*

*mar490 (maybe) - Current topics and methods in marine environmental sciences (total 6CP)*

*individual courses of 2SWS offered (3CP each)*

*Module responsibility: Helmut Hillebrand*

### M.Sc. Environmental Sciences

*mar366 - Current topics in modelling and data analysis (total 6CP)*

*individual courses of 2SWS offered (3CP each – students have to pick 2)*

*Module responsibility: Berd Blasius*

### M.Sc. Microbiology

*under construction*

*marXXX - Current topics and modern methods in microbiology (total 6CP)*

*individual courses of 2SWS offered (3CP each – students have to pick 2)*

*Module responsibility: t.b.d.*