

USE OF POSITION CATEGORIES IN PROJECT PROPOSALS – GUIDELINES FOR PROJECT LEADERS

When applying for positions in upcoming project proposals, please consider new national and UiB guidelines from 2018 regarding use of PhDs, Post Docs and temporary vs permanently-employed Researcher positions.

BIO's recommendation on use of the position categories

1. PhD - Prioritized use in externally funded projects.

Basic routines:

- Unchanged; externally funded PhD are 3 yrs.

New:

- The department can now decide to also add a 4th year for teaching and other duty work to externally funded PhD positions. This will depend on the candidates' qualifications and be decided by the HoD in the employment process.

To be considered for your proposal:

- Nothing; continue to apply for a 3-year PhD as before.

2. Post Doc - To be used when a more experienced researcher is needed for the project and a clear perspective is foreseen for permanent employment of the Post Doc's field of competence

Main rule:

- Employment period must be **at least 3 years**, and all candidates must have sufficient time (at least 1 mo/yr of employment) for qualifying activities (*i.e.: teaching; training in transferable skills; co-supervision of PhD and Master students; contribution to proposal writing and management of externally funded projects; assistance with organization of conferences, seminars and other events, etc*).

New:

- For Post Docs funded by NFR, up to 10% of the position funding can be used for qualifying activities.
- If granted, Project leaders (together with the HoD and the Post Doc) will have to prepare a career development plan for the project Post Doc, shortly after commencement of the candidate's employment

To be considered for your proposal:

- For NFR projects, apply for (at least) 36 months position, including at least 3 months of qualification time within your proposal.
- Outline a career development plan. Refer to this plan and the portion of the budget allocated to qualifying activities in appropriate chapters of your proposal:
 - Chapter 3. The project plan.....:
 - From the NFR Template for project description for Researcher Projects: "*For projects involving fellowships, a brief summary about the teaching environment and the framework in place for ensuring that the candidate(s) complete the programme must be provided.*"
 - Provide information such as: "To ensure that the Post Doc candidate will successfully complete the Post Doc program within this project, a career development plan which includes supervision framework and qualifying activities such as will be prepared at the start of the employment period"
 - Online e-application form. The budget:
 - Provide information such as: "XX person months employment for a Post Doc, of which y person months are dedicated to qualifying activities as outlined in the project description, chapter 3."

3. Researcher - To be used when a more experienced researcher is needed for the project and the budget does not allow for a 3-year Post Doc position. This category may also be used by permanently-employed researchers that seek funding to cover their own positions.