

CRITERIA FOR TALENT TRACK (TT) & CAREER TRACK (CT)				
Research profile				
	Researcher in TT	Assistant professor in TT	Associate professor	Professor
Applicability of criteria	Criteria are applicable at the start of stage 1 and form the selection criteria for the Talent Track.	Criteria apply at the end of stage 1 and the start of stage 2. These criteria must be met in order to progress to or start in stage 2. HYPATIA START CRITERIA	Criteria apply at the end of stage 2 and the start of the Career Track. These criteria must be met in order to be appointed as an associate professor.	Criteria apply at the end of the Career Track. These criteria must be met in order to be appointed as a professor.
Start qualification	Top 5-10%	Top 5-10%	Top 5-10%	Top 5-10%
Education/Trainig	Completed PhD	Completed PhD	Completed PhD	Completed PhD
Registration and Authorizations	-	Start with Basis Kwalificatie Onderwijs (BKO)	Basis Kwalificatie Onderwijs (BKO) obtained	Basis Kwalificatie Onderwijs (BKO) obtained
	English language level C1	English language level C1	English language level C2	English language level C2
Work Experience	Has two years of relevant work experience after completion of PhD	Has five years of relevant work experience after completion of PhD	Has eight years of relevant work experience after completion of PhD	Has 12 years of relevant work experience after completion of PhD
Role development	researcher with leadership potential	independent researcher	research leader	research leader and ambassador

Development in the role	<p>Conducts excellent research within a group and seeks out as much as possible relevant collaborations for further growth within and outside Radboudumc. Shows potential for strong development in personal leadership in line with the Radboudumc talent criteria. Contributes to a stimulating, honest and ambitious culture. Actively participates in departments/organization-wide activities (such as committees, policy forming, workgroups ...). This is not an end position.</p>	<p>Has demonstrated excellence and innovation in research and is building an independent group and collaborates with other groups. Demonstrates personal leadership and potentially has leadership qualities in line with the leadership vision of the Radboudumc. Knows how to properly mentor talented researchers with attention to a stimulating, honest and ambitious culture. Actively participates in organization-wide/department activities (such as committees, policy forming, workgroups ...). This is not an end position.</p>	<p>Conducts and directs excellent and pioneering research with its own independent research group, seeking to connect and collaborate with relevant parties in a broad context. Has a broad overview of the research field, a vision of the research field and acts accordingly. Demonstrates leadership qualities in line with the leadership vision of the Radboudumc. Knows how to attract talented researchers and ensures a stimulating, honest and ambitious culture. Looks beyond the borders of his own group and contributes significantly to Radboudumc-wide mission and vision. Actively participates/leads in organization-wide activities (such as committees, policy forming, workgroups ...). This can be a final position.</p>	<p>Conducts and directs excellent and pioneering research and seeks to connect and collaborate with relevant parties in a broad context. Has a vision of the research field and acts accordingly. Demonstrates leadership qualities in line with the leadership vision of the Radboudumc. Knows how to attract talented researchers and ensures a stimulating, honest and ambitious culture. Looks beyond the borders of his own group and actively contributes to the Radboudumc mission and vision. Actively leads/participates in organization-wide activities (such as committees, policy forming, workgroups ...). Figurehead and authority externally. Strength lies in profiling and giving direction in the broad international context, leading international leader.</p>
Research quality				
Vision/conceptual thinking	<p>Has an innovative vision and creative ideas (knowledge, ambition) within the framework of the research group in which he/she is researcher, appropriate</p>	<p>Has an innovative vision and creative ideas (knowledge, ambition) across the research group he/she participates in, that fits within the vision and research</p>	<p>Has innovative vision and creative ideas (knowledge, ambition) within the framework of international developments that fit within the vision and research</p>	<p>Directs the development of an innovative/track-breaking vision in the international context, fitting within the vision and research strategy of the</p>

	to the vision and research strategy of the Radboudumc. Is active in forming the specific niche.	strategy of the Radboudumc. Is leading in forming his/her specific niche.	strategy of the Radboudumc. Stimulates and leads creativity within his/her research group.	Radboudumc. Translates this into short and long term research policy. Leads and stimulates creativity within his/her research group.
Research strategy	Sets research priorities within the framework of her/his research group.	Set research priorities across one's own research group.	Set research priorities within the context of international developments.	Translates vision on research into (international) research programs . Initiates the establishment of new lines of research.
Multidisciplinary approach	Shows ambition for multidisciplinary collaboration. Where monodisciplinary research is plausible, ambition for collaboration is important	Is involved in multidisciplinary approaches. Where monodisciplinary research is plausible, it is important to demonstrate commitment to collaboration at various levels.	Is leading projects with a multidisciplinary approach. Where mono disciplinary research is plausible, it is important to demonstrate collaboration at various levels.	Is a figurehead for projects with a multidisciplinary approach. Where monodisciplinary research is plausible, it is important to demonstrate collaboration at various levels.
Innovation	Identifies innovation and knowledge development within own project/research field and can be considered capable of developing a research niche that is distinctive and innovative for the Radboudumc.	Sees innovation and knowledge development within broad research field and is able to develop a research domain that is distinctive and innovative for the Radboudumc.	Sees innovation and knowledge development within the research domain and has developed a research domain that is distinctive and innovative for Radboudumc.	Realizes innovation and knowledge development in a conceptual and broader perspective. Builds on previously proven distinctive and innovative capabilities.
Quality of research execution	Shows an integer and honest science ethos and is fair player (equality, impartiality); strives for diversity (in broad terms). Takes responsibility for implementing research practices	Shows an integer and honest science ethos and is fair player (equality, impartiality); strives for diversity (in broad terms). Takes responsibility for implementing research practices	Shows an integer and honest science ethos and is fair player (equality, impartiality); strives for diversity (in broad terms). Takes responsibility for implementing research practices	Shows an integer and honest science ethos and is fair player (equality, impartiality); strives for diversity (in broad terms). Takes responsibility for implementing research practices

	as defined in the Hong Kong Principles (2020) for the evaluation of researchers: research ethics, integrity of the data and procedures (including privacy rules; transparent reporting; open science; appreciation of a variety of types of research; and recognition of all contributions to research and scholarly activity.	as defined in the Hong Kong Principles (2020) for the evaluation of researchers: research ethics, integrity of the data and procedures (including privacy rules; transparent reporting; open science; appreciation of a variety of types of research; and recognition of all contributions to research and scholarly activity.	as defined the Hong Kong Principles (2020) for the evaluation of researchers: research ethics, integrity of the data and procedures (including privacy rules; transparent reporting; open science; appreciation of a variety of types of research; and recognition of all contributions to research and scholarly activity.	as defined in the Hong Kong Principles (2020) for the evaluation of researchers: research ethics, integrity of the data and procedures (including privacy rules; transparent reporting; open science; appreciation of a variety of types of research; and recognition of all contributions to research and scholarly activity.
Viability				
Funding ability	Has demonstrable financial recruiting power (preferably in the 2nd or 3rd stream of funding), evidenced by a competitively awarded (personal) research grant or smaller grants of which the researcher is the lead.	Has proven financial recruiting power (preferably in 2nd and 3rd stream funding) evidenced by a competitively obtained research grant, preferably a major (personal) grant or a major public or private grant of which the researcher (or a member of her/his group) is the lead, which can fund their own appointment and a starting research group. Demonstrates potential to form an independent, viable group where continuity and sound finances are assured.	Has proven substantial financial recruitment power (preferably in the 2nd and 3rd flow of funds) evidenced by competitively obtained research grants, preferably a major (personal) grant or a major public or private grant, of which the researcher or members of his/her group is/are in the lead. This demonstrates that viability of a research group is solid. Has shown to be able to obtain grants together with others/within the programs, in and/or outside Radboudumc. The grant(s) must have been obtained within the previous five years.	Has proven substantial financial recruitment power (preferably in the 2nd and 3rd flow of funds) evidenced by competitively obtained research grants, preferably a major (personal) grant or a major public or private grant, of which the researcher leader or the members of his/her group are leader(s). This ensures continuity and viability of the research group. Has proven to be able to obtain grants together with others. The grant(s) must have been obtained within the previous five years.

Guiding/leading the group and results.	Has proven experience supervising (master's) students and has an eye for progress and results.	Builds a successful research group, has an eye for people management and (project) results. Has demonstrable experience in supervising and mentoring students and PhD students and is co-supervisor of at least one completed PhD.	Leads a successful research group or line (independently or as part of a large research group), where people management, eye for career development and results go hand in hand. Has demonstrable experience in supervising and mentoring students, PhD students, postdocs and staff scientists (if applicable) and has in the last 5 years demonstrably supervised a number of PhD students as co-supervisor with a completed PhD.	Leads a successful research group or line with an eye for professional and personal development of all group members. Is one of the pillars within the department in terms of research and with an eye for the broad context within the department. Ensures sound policy in the field of HR, organization and finance and proper implementation of this within the chair/department, demonstrates focus, direction and decisiveness in this.
Leading talent	Brings students to greater heights, encourages them to develop in breadth.	Has an active contribution in selecting and promoting talent. Encourages PhD candidates to develop and profile themselves in the full range (content and personal development): write for grants, Radboudtalk etc. Stimulate PhD candidates to realistic career prospects within and outside academia.	Has leadership in the selection of talent for his/her group. Is stimulating and there is demonstrable successful career progression for the researchers he/she has mentored and/or attraction for (foreign) talents with their own prestigious funding. Gives enough room to the talents in own group to grow (e.g. in terms of senior authorship).	Has leadership in the selection of talent for his/her group/department. Is stimulating and there is demonstrable successful career progression for the researchers he/she has mentored and/or demonstrable attraction for (foreign) talents with their own prestigious funding. Stimulates the talents in own group to grow (e.g. in terms of independence and senior authorship).
Impact				

International Experience	Has international research experience and preferably has a period of work experience abroad. Has demonstrated international and intercultural competencies. Starts building international network (especially important for those who do/did not go abroad.	Has international research experience and preferably has a period of work experience abroad. Has demonstrated international and intercultural competencies. Works collaboratively in an international context.	Has international research experience and preferably has a period of work experience abroad. Has demonstrated international and intercultural competencies. Initiates significant international collaborative projects.	Has international research experience and preferably has a period of work experience abroad. Has demonstrated international and intercultural competencies. Leads significant international collaborative projects.
International Recognition	Conducts innovative top-notch research and considered (to develop into) a subject matter expert within his/her field.	Conducts innovative top research and is considered a national content expert within his/her field. Is a member of scientific committees and/or editorial boards, gives invited lectures at (inter)national scientific conferences and is invited to write review articles.	Conducts top international innovative research and is considered an international subject matter expert within his/her field. Is invited as a keynote speaker at international conferences. Is a member of important (inter)national scientific committees and/or editorial boards and is invited to write review articles in important journals.	Conducts top international innovative research and is considered an international subject matter expert within his/her field. Is invited as keynote speaker at international conferences and is valued through important scientific prizes/awards. Is a member of prestigious scientific committees and/or editorial boards and is invited to write review articles in top journals.
Networking, internal and external.	Actively works on building a network, both internally and (inter)nationally.	Demonstrably builds a network within own research niche, knows how to create initiate and bring people together.	Is key player in a wide network relevant to the field at national and international level.	Is a leader in a broad network relevant to the field at the national and international level.
Knowledge transfer (including research output)	Publishes in (international) journals as a result of projects and work carried out with	Also publishes as senior author in (international) journals as a result of projects and work carried out	Publishes mainly as a senior author in (international) journals as a result of projects and work	Publishes mainly as senior author in (international) top journals as a result of projects and work

	<p>demonstrable impact on the own research field.</p> <p>Considers to contribute to the translation of research results into daily (clinical) practice meeting medical needs.</p>	<p>with demonstrable impact on the own research field.</p> <p>Considers to contribute to the translation of research results into daily (clinical) practice meeting medical needs.</p>	<p>carried out, with demonstrable impact on his/her own research field and beyond.</p> <p>Contributes to the translation of research results into daily (clinical) practice meeting medical needs.</p>	<p>carried out with demonstrable impact on his own research field and beyond.</p> <p>Contributes to the translation of research results into daily (clinical) practice meeting medical needs.</p>
Societal impact and outreach	<p>Participates in Societal/public committees and ensures that her/his research is conveyed beyond the scientific community through presentations, interviews, and social media.</p>	<p>Is visible both within and outside the scientific community as an expert in the research field through participation in the boards of social and scientific organizations, review panels, the social debate and/or as a patent holder.</p>	<p>Is visible both within and outside the scientific community as an expert and leader in the research field through participation in boards of social and scientific organizations, review panels, the social debate and/or as a patent holder.</p>	<p>Is visible both within and outside the scientific community as an expert and leader in the research field. Has a leading role on boards of social and scientific organizations, regularly gives interviews, is an opinion leader in the social debate and/or acquirer of important patents.</p>
Collaboration with societal actors. Engaging with stakeholders.	<p>Has an impact on students and peers. Inspires.</p>	<p>Has impact on both professional and societal audiences. Reaches out.</p>	<p>Has impact on community and industry partners. Implements.</p>	<p>Has impact on a national and/or global level. Has a mission and is a role model.</p>
Education				
Education - vision	<p>Wants to contribute to science education by assisting students with an internship.</p>	<p>Has the ambition to develop into an inspiring, creative and effective teacher who is able to translate the research conducted into scientific education using modern teaching methods.</p>	<p>Is an inspiring, creative and effective head teacher who uses modern teaching methods to bridge the gap between the research conducted and scientific education.</p>	<p>Is a figurehead who uses modern teaching methods to bridge the gap between innovative research and science education.</p>

Education - execution	Participates in teaching one or more curricula and supervises students.	Coordinates and participates in teaching activities within one or more curricula, supervises students.	Develops instructional activities, coordinates and implements instruction in a variety of instructional formats; tests, evaluates and provides effective feedback in an appropriate and transparent manner, guides and mentors students.	Develops, coordinates, and leads instruction; tests, evaluates, and provides feedback in an appropriate and transparent manner; guides, mentors, and coaches students in an optimal way to contribute to their academic development.
Leadership				
Personal leadership/talent criteria	Meets the Radboudumc Talent Criteria with respect to professional capital, individual capital and social capital (as demonstrated by the results of an (e-)assessment). This means, among other things, that the researcher has a strong ambition and drive for internationally recognized top research, has excellent communication skills and a strong desire to conduct interdisciplinary research, and is potentially a good leader and source of inspiration for other researchers.	Develops into a good leader and inspiration for other researchers. Demonstrates an entrepreneurial drive (sees opportunities and possibilities and shows ambition). Transfers this ambition to others. Meets the Radboudumc Talent Criteria (professional capital, individual capital and social capital) .	Is a good leader and role model for the research group in line with the leadership vision of the Radboudumc . Has strong influencing skills, sees opportunities and possibilities for the group and makes a success of it), is a conceptual and creative thinker, active networker.	Is a figurehead and inspiration to the research group and beyond the boundaries of the research group . Possesses excellent influencing skills and stakeholder management in a complex environment. Is a visionary/strategist and conceptually strong. Inspires and leads in line with the leadership vision of the Radboudumc .
Academic culture/ Team science/	Stands for integrity, psychological safety and inclusiveness. Keeps the rule of academic culture in terms	Stands for integrity, psychological safety and inclusiveness. Keeps the rule of academic culture in terms	Stands for integrity, psychological safety and inclusiveness. Keeps the rule of academic culture in terms	Stands for integrity, psychological safety and inclusiveness. Keeps the rule of academic culture in

	<p>of appreciating different perspectives and identities.</p> <p>Encourages positive team spirit and trust in the group. Has a realistic view about expectations, roles, and responsibilities.</p> <p>Has an eye for the healthy composition of the team and development of team members.</p>	<p>of appreciating different perspectives and identities.</p> <p>Encourages positive team spirit and trust in the group. Has a realistic view about expectations, roles, and responsibilities, and is able to communicate it clearly.</p> <p>Shows responsibility for the effective functioning and continuity of a team, with shared credit and appreciation. Ensures the professional and personal development of all team members for the benefit of a vital and sustainable team composition.</p>	<p>of appreciating different perspectives and identities.</p> <p>Encourages positive team spirit and trust in the group. Has a realistic view about expectations, roles, and responsibilities, and communicates it clearly.</p> <p>Is responsible for the effective functioning and continuity of a team, with shared credit and appreciation. Ensures the professional and personal development of all team members for the benefit of a vital and sustainable team composition.</p>	<p>terms of appreciating different perspectives and identities.</p> <p>Encourages positive team spirit and trust in the group; is an ambassador of "team science". Has a realistic view about expectations, roles, and responsibilities, and communicates it clearly.</p> <p>Is responsible for the effective functioning and continuity of a team, with shared credit and appreciation. Ensures the professional and personal development of all team members for the benefit of a vital and sustainable team composition.</p>
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