

Criteria for hiring academic staff at the department of chemistry¹

Activity/ Benchmark	Assistant Professor	Associate Professor	Professor with special duties (MSO)	Full Professor
Academic standing	Internationally competitive research with high potential to make a future impact	Internationally recognized independent research	Internationally recognized academic research leadership	Internationally recognized academic research leadership and excellence status in area of specialization.
Impact of Research	A significant number of publications in good international journals. Publications from several research environments	A series of high profile publications in good international journals, some must be independent research	A substantial series of publications in the best journals of the field and the clear potential of occasional publications in highest impact general chemistry	An established track record of research publications spread across the discipline's best journals, supplemented by review papers and publications in highest impact general chemistry
Citations of Research	Citations steadily increasing	Citations steadily increasing	Steeply increasing relative to what is normal for lecturers in the field of specialization	Documented continuity and constant impact of accelerating citations over a series of years approaching the top in a major chemical discipline
Funding track record	Personal grants or named participant of a major grant	Personal national and/or international grants. Career development grants	A very promising track record in attracting grants, and external funding	A strong track record in attracting grants, and external funding
Teaching credentials	Teaching experience, Co-supervision of students	Extensive documented teaching experience. Supervision of students	Track record in successful teaching, course (co-) development and supervision of students. Teaching and development of PhD courses	Strong track record in teaching and supervision of students Broad track record in independent course development
International scholarly activity		Reviewer for international journals	Experience on Editorial Boards; Congress organization and evaluation committees for academic positions	Experience on Editorial Boards; Congress organization and evaluation committees for academic positions
Research Dissemination	Some lectures at international meetings; international network	Several lectures and invited presentations at international meetings and conferences	A good record of invited seminars and invited speaker at international meetings	High visibility at international congresses and workshops, Regular invitations as invited speaker
Public Outreach	Few popular lectures and other outreach activities in the media	Popular lectures and other outreach activities in the media. Publication of popular science articles or books	Regular contributions to public outreach Appearance in the national or international media for outreach and expert opinion	Regular contributions to public outreach Appearance in the national or international media for outreach and expert opinion
Awards and honors	Poster awards and similar recognition of scientific work	Early career awards and similar recognition of scientific work	Early and Mid-career awards and similar recognition of scientific work	Prestigious research achievement awards. Election as fellow of prestigious national or international learned societies
Innovation	Experience with innovation and/or industrial collaboration	Innovation, patent applications and patents, substantial industrial collaboration	Highly promising Innovation, patent applications and patents, track record of spinout and industrial collaboration	Highly promising Innovation, patent applications and patents, track record of spinout and industrial collaboration
Administrative track record	May have been member of local committees	Occasional membership of local committees	Several committee memberships. Service as research group leader, PhD coordinator, vice chair. Head of study or similar senior research administrative tasks	Clear evidence of senior Departmental citizenship e.g. via frequent memberships of evaluation committees and other committees, service as head of study, vice chair, research groups leader, PhD coordinator or similar senior research academic administrative tasks

¹This document seeks to increase transparency in the hiring/promotion process at CHEM