

Navigating the Academic Job Market

– *let's uncover all the myths and hidden knowledge*

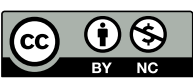
Lei Zhang

Lab meeting, 25.05.2022

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universität
wien

Fakultät für Psychologie

Outline

- My brief application history
- What will be assessed and how to get prepared?
- Two roads lead to Prof.
- (Oversimplified) faculty-search procedures
- Where to find job ads?
- Tips

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My brief application history

- First application (not so well-prepared): 11.2020
 - Beijing Normal University
 - offer declined, assistant professor
- First real application: 01.2021
 - Icahn School of Medicine at Mount Sinai, CP Center
 - top-3 shortlisted, did not go to the next round (chalk talk)
- ~ 20 unsuccessful applications (ie not shortlisted)
- THE UoB application: 11.2021
 - University of Birmingham
 - interview in Jan. informal offer in Feb. Official offer in Apr.



UNIVERSITY OF
BIRMINGHAM

Competitive? It is not uncommon



Wouter Kool
@wouterkool

So: I'm a 4th year postdoc. I applied to >40 jobs. I got 3 onsite interviews and 1 offer. These jobs all have >150 applicants. My relationship has been long distance for 2.5 years because of this uncertainty. Worth it? Yes. But hindsight is 20/20 and my odds certainly weren't.

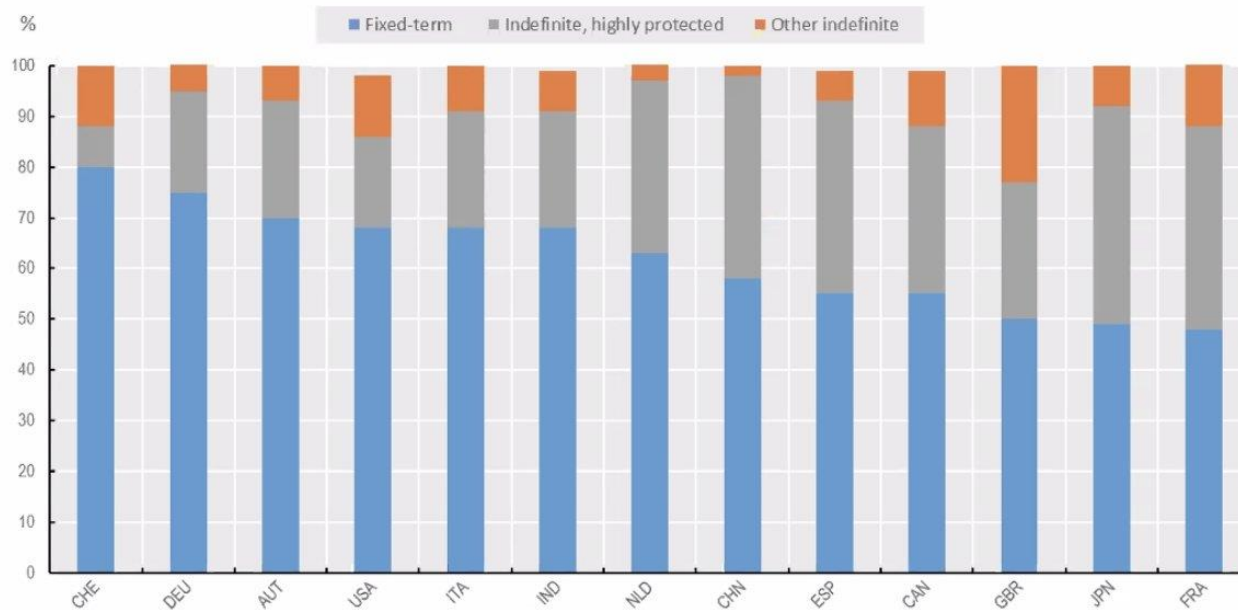
10:32 PM · Mar 21, 2019 · Twitter Web App



Can I be a “postdoc” forever?

Job security of corresponding authors, by country of residence

Percentage of corresponding authors under 45, 2018, selected economies



<http://oe.cd/issa>



#IchBinHanna

Prekäre Wissenschaft

in Deutschland

Von Amrei Bahr, Kristin

Eichhorn und Sebastian Kubon

edition suhrkamp

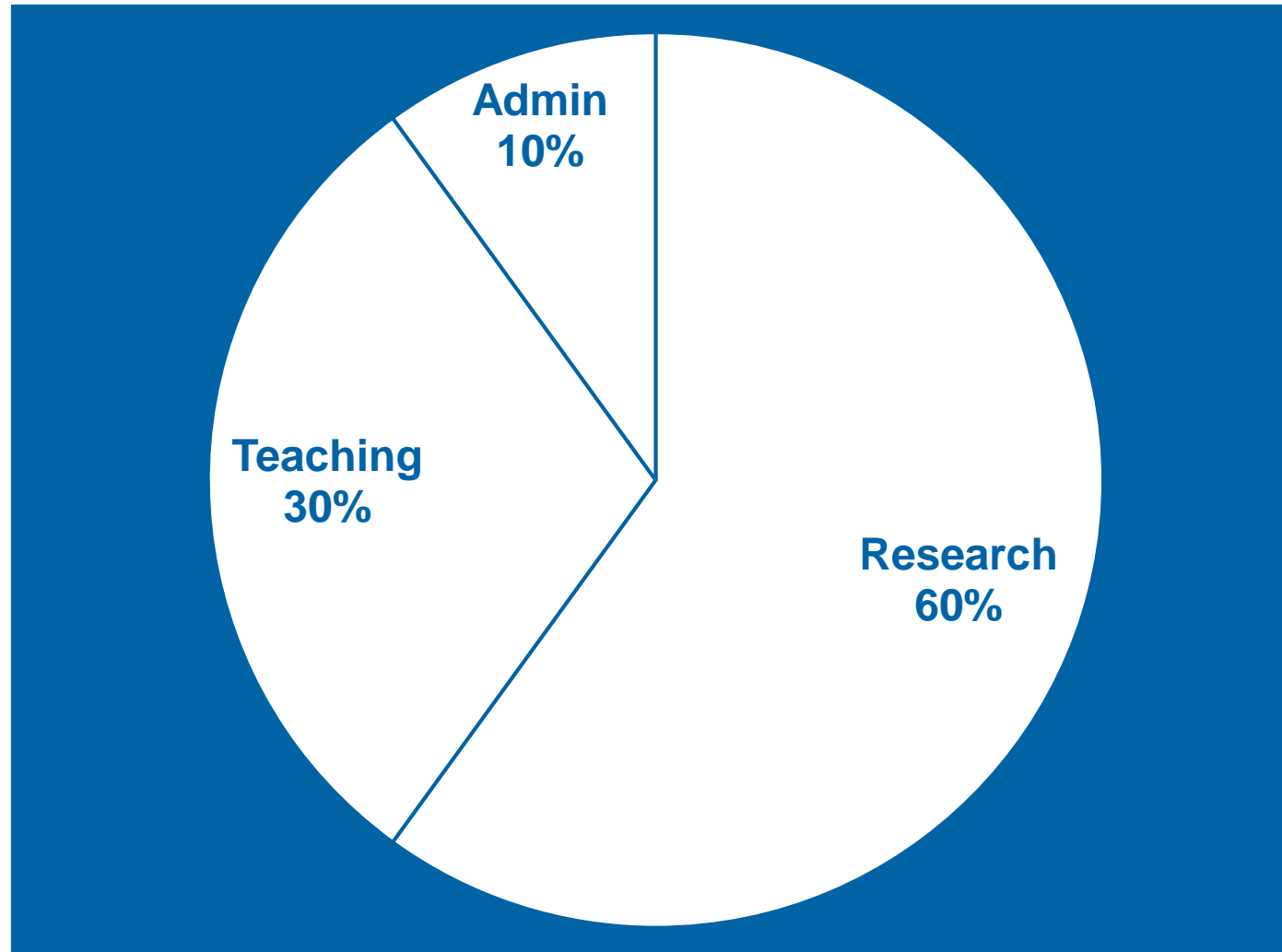
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Three pillars in (nearly) all academic job



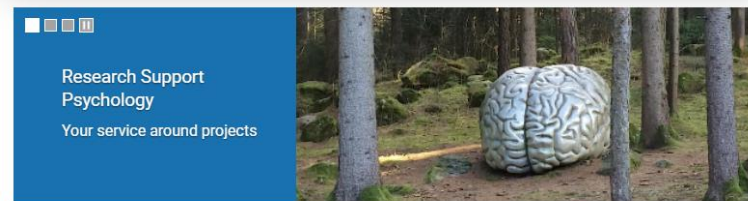
* divisions here are only indicative

Breakdown

- Research
 - # of papers, esp. first/last authorship, w/o phd supervisor (quality vs quantity?)
 - # & € of third-party grants
 - community recognition/prize
- Teaching
 - courses taught, hours of teaching experience
 - supervision
- Admin/Service
 - ad-hoc reviewer
 - committee member
 - outreaching / science communication

A note on grant application

Research Support Psychology



You are here: » University of Vienna » Faculty of Psychology » Research Support Psychology

Welcome to the Research Support for Psychology

The Research Support for Psychology offers a comprehensive range of services for the researchers of the faculty in applying and implementing third party funded projects. We work in close cooperation with our central units and the funding agencies and give support and guidance from the first project idea to the final report.

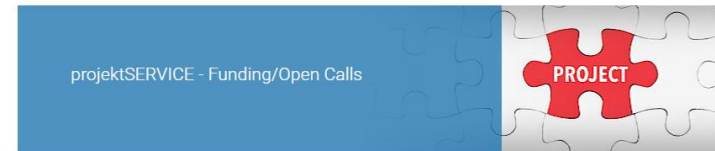
<https://fs-psy.univie.ac.at/>

You are here: » University of Vienna » Research Services and Career Development » Services » Open Calls and Awards

Calls Awards		
name	funding	deadline
JESH-Ukraine Emergency Call	ÖAW	---
Krisenunterstützung für Forschende aus der Ukraine	FWF	---
Interreg Europe		31.5.2022
FWF Elise-Richter Programm	FWF	31.5.2022
Ausschreibung Gottfried-und-Vera-Weiss-Preis für Meteorologie	FWF	31.5.2022
14. Ausschreibung des Programms zur Entwicklung und Erschließung der Künste (PEEK)	FWF	8.6.2022

<https://forschung.univie.ac.at/en/services/open-calls-and-awards/>

You are here: » University of Vienna » Faculty of Mathematics » ProjektSERVICE Mathematik » FUNDING / OPEN CALLS



Deadlines



[click here to see upcoming open calls/deadlines](#)

Funding Programmes



[click here for a list of funding programmes](#)

<https://projekt-service-mathematik.univie.ac.at/funding-open-calls/>

WU Research Grants

WU researchers find all relevant information on more than 200 grant possibilities (project grants, prizes, scholarships, visits abroad ...) in the grants database of the Vienna University of Economics and Business.

Information is mostly available in German



All grant possibilities

Grant object
Target audience
Current announcements

Navigate through the list and select a grant.

195 from 195 Grant possibility

<https://bach.wu.ac.at/d/grants/>



Förderungen suchen.

- Thema -

- Zielgruppe -

Aktuelle Ausschreibungen

Förderungen und Services

FFG Academy Training: Proposal writing for Marie Skłodowska-Curie Postdoctoral Fellowships

04.05.2022, 09:00 - 05.05.2022, 13:00

Termin herunterladen (ICS-Format)

Online

MSCA Postdoctoral Fellowships - Applicant Workshop 2022

Online workshop for applicants for a Marie Curie Fellowship (European and Global) to be implemented at UiB. The course is also open to potential supervisors at UiB who want to learn more about how to write a competitive MSCA proposal.





Grant application in the EU:
where do I find information and how do I get help?

Lei Zhang

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14 Nov. 2020

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https://github.com/lei-zhang/COSN_webinar/blob/master/20201114_EU_Grant_Info/20201114_Grant_info_EU_LeiZhang.pdf

Build your own branding package

- University Website
- Personal Website
- Google Scholar
- ResearchGate/ORCID/Publons
- Github/OSF
- Twitter/LinkedIn
- (YouTube)
- (Wikipedia)



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Two roads lead to Prof.

- **Classic**

Apply for a position then gradually establish a lab

- Pros: high job security
- Cons: may take years to get funding

The University of Vienna is a research university with high international visibility and a wide range of degree programmes. We are committed to basic research that is open to applications and to research-led teaching, as well as to the dialogue with economy and society. That way, the University of Vienna contributes to the education of future generations and to the society's ability to innovate. The appointment of particularly qualified researchers to university professors is an important strategy of the University of Vienna. Become part of this vibrant and future-oriented organisation.

Faculty of Life Sciences

Tenure-Track Professorships in Nutritional Neuroscience

Full details and the application deadline can be found at: tt-professuren.univie.ac.at/en

Classification according to the Collective Bargaining Agreement for University Staff: section 49, job group A2.

We offer the opportunity to obtain a permanent position and eventual promotion to full professor. The successful candidate is hired as "Assistant professor" for a maximum duration of six years. If the candidate meets the conditions stipulated in the qualification agreement, the assistant professor is promoted to tenured "associate professor", i.e. obtains a permanent position. Associate professors can be promoted to "full professor" through a university-internal competitive procedure.

The University of Vienna pursues a non-discriminatory employment policy and values equal opportunities, as well as diversity (diversity.univie.ac.at). The University puts special emphasis on increasing the number of women in senior and in academic positions. Given equal qualifications, preference will be given to female applicants.

- **Fast-track**

Apply for a (big) grant then negotiate a position

- Pros: generous research support
- Cons: competitive; long-ish period before PI

Fast-track selection procedure for tenure track professorship

-- English translation, German document is binding --

Preamble

The procedural document for tenure track professorships at the University of Vienna specifies career steps, target groups, the career path to university professor as well as standards for qualification agreements.

This document only applies to the fast-track selection procedure for tenure track professorships for internal and external candidates with outstanding academic achievements.

Target group

Academics who have received an ERC Starting Grant, an ERC Consolidator Grant, a START Prize from the Austrian Science Fund (FWF) or funding from the VRG programme of the Vienna Science and Technology Fund (WWTF).

With the award of these grants/prizes (exhaustive list!), the candidate already fulfils the following requirements for a tenure track professorship at the University of Vienna:

- highly competitive selection procedure with international peer review and hearings
- outstanding publication achievements and international recognition
- willingness and ability to lead a research group
- ability to promote early career researchers and supervise academic theses.

UK Academic Career Progression System

Grades	Research	Academic	Teaching
9	Professorial	Professorial	Professorial
8	Principal Research Fellow	Associate Professor/Reader	Principal Teaching Fellow
7	Senior Research Fellow	Assistant Professor	Senior Teaching Fellow
6	Post Doc/Research Fellow		Teaching Fellow
5	Research Assistant (RA)		Teaching assistant

Research Terms & Conditions = Publications + Income

Academic Terms & Conditions = Publications + Income + Teaching

Teaching Terms & Conditions = Teaching


Side note: prof positions @univie

Tenure Track-Professuren

(Qualifizierungsvereinbarung, Laufbahnstellen, Evaluierung von Assoziierten Professuren)

1. Verfahrensdokumente

Das **generelle Verfahren** für Tenure Track-Professuren (Assistenzprofessur - Assoziierte Professur - Universitätsprofessur) an der Universität Wien ist im folgenden Dokument festgelegt:

-  [Tenure Track-Professuren an der Universität Wien: Verfahrensdokument](#)


Für interne oder externe Kandidat*innen mit besonderen wissenschaftlichen Leistungen ist ein **Fast Track** zur Assistenzprofessur und in weiterer Folge zur Assoziierten Professur möglich:

-  [Fast Track-Auswahlverfahren für Tenure Track-Professuren](#)

Die Ausschreibung von **Tenure Track-Professuren für WWTF Vienna Research Group Leader** ist im folgenden Dokument geregelt:

-  [Tenure Track-Professuren für WWTF VRG: Verfahrensdokument](#)

Studierende werden wie folgt in das Tenure Track-Auswahlverfahren eingebunden:

-  [Merkblatt zum Einbezug der Studierenden in das Tenure Track-Auswahlverfahren](#)

Eine Übersicht über **geplante Tenure-Track-Ausschreibungen** ist im folgenden Dokument ersichtlich:


-  [Geplante Tenure-Track-Stellen ab Oktober 2021](#)

2. Ausschreibung von Assistenz-Professuren mit Tenure Track

Zur **Vorbereitung der Ausschreibung** einer Assistenz-Professur mit Tenure Track ist das folgende **Erhebungsblatt** von Fakultäts- bzw. Zentrumsleitungen auszufüllen und bis zu den Stichtagen 15. August / 15. Dezember / 15. April an das Rektorat zu übermitteln.

-  [Erhebungsblatt Tenure Track-Professuren an der Universität Wien: Unterlagen zur Verfahrensvorbereitung](#)


Für die **Freigabe einer Ausschreibung** wird vom Rektorat verlangt, dass mindestens zehn aktiv gesuchte potenzielle Kandidat*innen vorgelegt werden, siehe:

-  [Erläuterungen zur aktiven Suche Tenure Track-Professor*innen](#)

Nach Prüfung und Freigabe erfolgt die **Ausschreibung durch das Rektorat** zum 1. Oktober / 1. Februar / 1. Juni. Alle aktuellen ausgeschriebenen Stellen sind veröffentlicht unter <https://personalwesen.univie.ac.at/jobs-recruiting/tenure-track-professuren/aktuelle-tenure-track-professuren/>

3. Durchführung der Hearings bei Tenure Track-Auswahlverfahren

Dekan*innen bzw. Zentrumsleiter*innen sind für die Organisation der Hearings und die Einladung sowohl der Kandidat*innen als auch der Angehörigen (zu den fakultätsöffentlichen Teilen) zuständig. Folgende Richtlinie gilt für das Hearing bei Tenure Track-Auswahlverfahren:

-  [Richtlinie für das Hearing bei Tenure Track Auswahlverfahren](#)

Evaluation von Wissenschaftler*innen

An der Universität Wien finden Evaluationen von Einzelpersonen statt. Die Besondere Einrichtung für Qualitätssicherung unterstützt bei der Verfahrensentwicklung, der Recherche passender Gutachter*innen und der Datenaufbereitung.

- Professor*innen UG §98
- Professor*innen UG §99(3)
- Professor*innen UG §99(4)
- Tenure Track-Professuren
- Senior Lecturer

Pay attention to uni's strategic development plan

University of Vienna

Development Plan

The Development Plan as one of the strategic planning instruments of the university lays an important foundation for the performance agreement.

In preparation for the upcoming performance agreement for the years 2022 to 2024 to be concluded in 2021 with the Federal Ministry of Science, the University has compiled the Development Plan "University of Vienna 2028".

Upon proposal of the Rectorate – following consent by the Senate – the University Board unanimously approved the Development Plan on 18 December 2020.

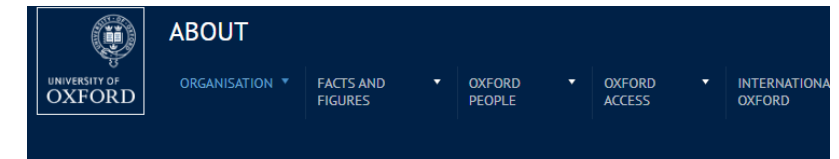
Development Plan: University of Vienna 2028

According to the 2002 Universities Act, the next Development Plan has to be compiled in 2023.

<https://rektorat.univie.ac.at/en/strategy/development-plan/>

Professorships dedicated as of 1 October 2020

- Health Psychology
- Psychology of Motivation
- Social Psychology in the Context of Work, Society and Economy
- Urban and Environmental Psychology



[Home](#) > [About](#) > [Organisation](#) > [Strategic plan 2018-24](#)

Strategic plan 2018-24

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Scope

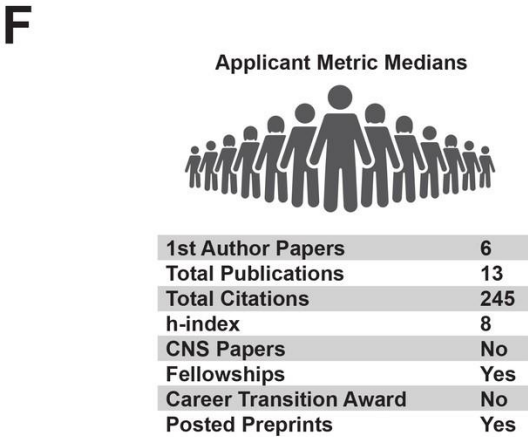
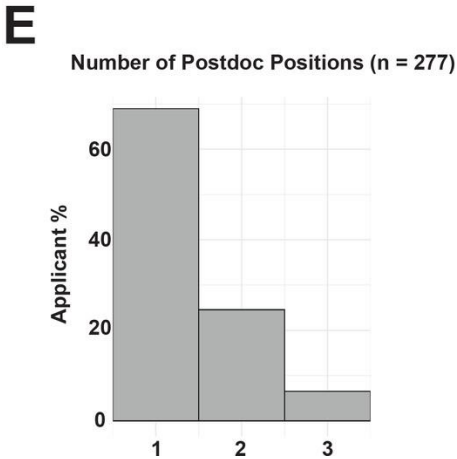
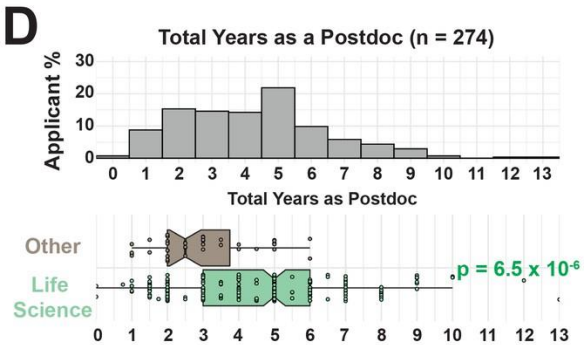
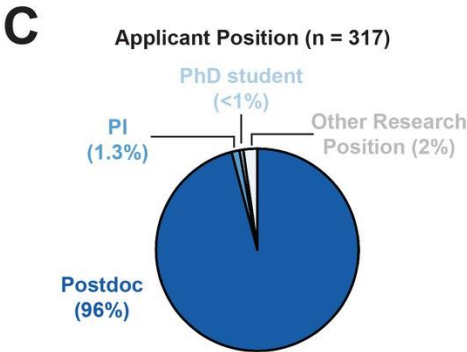
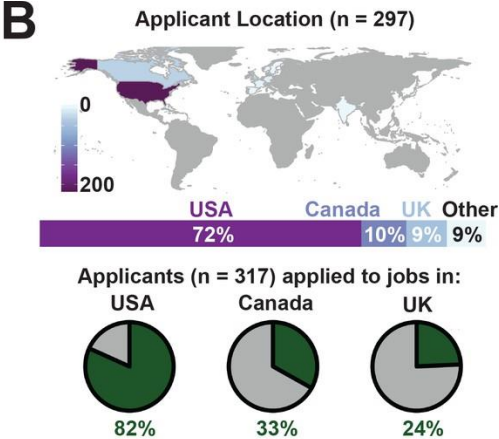
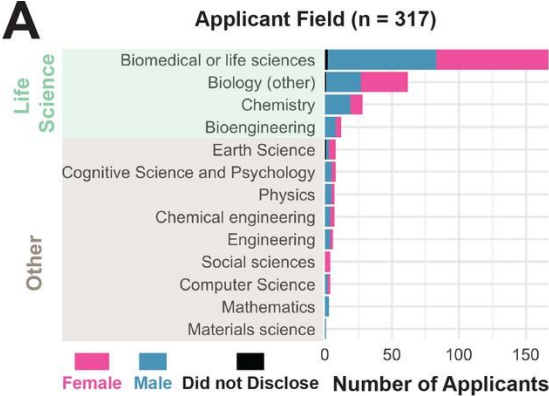
The University Strategic Plan sets out a framework of priorities for the University, its divisions and departments. The Conference of Colleges has been consulted during the drafting of the plan and colleges will be vital partners in its implementation. The strategic plan will be underpinned by a more detailed implementation plan overseen by a programme board chaired by the Vice-Chancellor reporting to PRAC on a termly basis and, through it, to Council on an annual basis. The annual reports are also published on the University website (behind single sign-on).

<https://www.ox.ac.uk/about/organisation/strategic-plan-2018-24>

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Faculty Job application materials	A typical job application advertisement requests an applicant's curriculum vitae (CV), research proposal, teaching philosophy statement, recommendation letters, & a cover letter addressing the search committee. A list of representative publications and a diversity statement may also be requested.
Search Committee	A committee of 5-10 faculty members in the hiring department overseeing the hiring process: creating and distributing a job advertisement, examining the job applications, hosting off-site and on-site interviews and selecting candidates through different stages of the process including the extension of the final offer.
Off-site Interviews	Search committee interviews conducted with candidates over the phone or online via software such as Zoom/Skype. This interview is usually a 20-30 minute call. Off-site interviews have become common recently, but not all search committees (and not all fields) currently utilize this method.
First On-site Interviews	Search committee interviews conducted with candidates in person/at the site of the hiring department. This interview is usually a 1-2 day event involving face-to-face meetings with the search committee, department trainees, staff and other faculty members. In addition, interviewees are expected to deliver one or more of the following: 1) a research talk, 2) a teaching demonstration, and 3) a chalk talk (Rowland, 2016).
Second on-site visit/ Negotiation	Invitations for a second on-site visit are usually extended when there is or will be a pending offer, but sometimes there are no second visits before an offer is made. Family/spouses can be invited and the focus is on suitability, not delivered talks, and may include verbal discussion of an offer. After a second visit a detailed written offer package will be forwarded by the chair of the hiring department, including proposed start date, salary, and start-up funds (MacDonald, 2019). Negotiations then may take place between the chair and the applicant over the details of the offer package.
Faculty job Offers	After any negotiations, a formal offer letter with the terms agreed upon in writing will be forwarded by the department chair and signed by the applicant. This is the official acceptance of the advertised position. The timing between the first on-site interview, second visit, and acceptance of an offer is highly variable.



Further reading

Myths and facts about getting an academic faculty position in neuroscience

NINA S. HSU , K. PAUL REZAI-ZADEH , MICHAEL S. TENNEKON , AND, STEPHEN J. KORN  [Authors Info & Affiliations](#)

SCIENCE ADVANCES • 27 Aug 2021 • Vol 7, Issue 35 • DOI: 10.1126/sciadv.abj2604

<https://www.science.org/doi/10.1126/sciadv.abj2604>

Systematic inequality and hierarchy in faculty hiring networks


AARON CLAUSET, SAMUEL ARBESMAN, AND, DANIEL B. LARREMORE [Authors Info & Affiliations](#)

SCIENCE ADVANCES • 12 Feb 2015 • Vol 1, Issue 1 • DOI: 10.1126/sciadv.1400005

<https://www.science.org/doi/full/10.1126/sciadv.1400005>

NeuroView

Tips for Young Scientists on the Junior Faculty/Independent Investigator Job Search

Kelsey C. Martin ¹  

¹ Department of Biological Chemistry and Department of Psychiatry and Biobehavioral Sciences, David Geffen School of Medicine at UCLA, University of California, Los Angeles, Suite 400, Geffen Hall, 885 Tiverton Dr., Los Angeles, CA 90095, USA

<https://doi.org/10.1016/j.neuron.2017.02.012>

Magazine | Feature Article

Research Culture: A survey-based analysis of the academic job market

Jason D Fernandes, Sarvenaz Sarabipour, Christopher T Smith, Natalie M Niemi, Nafisa M Jadavji, Ariangela J Kozik, Alex S Holehouse, Vikas Pejaver, Orsolya Symmons [see all »](#)

<https://elifesciences.org/articles/54097>

Outline

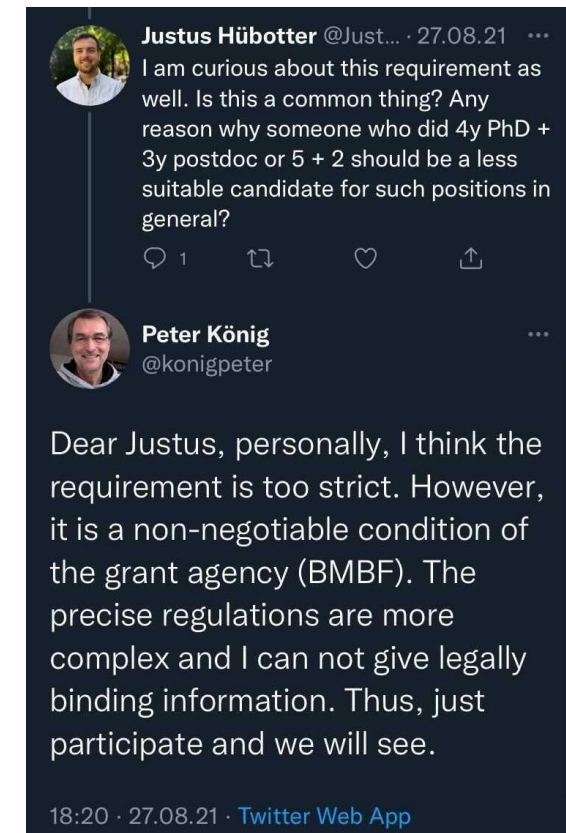
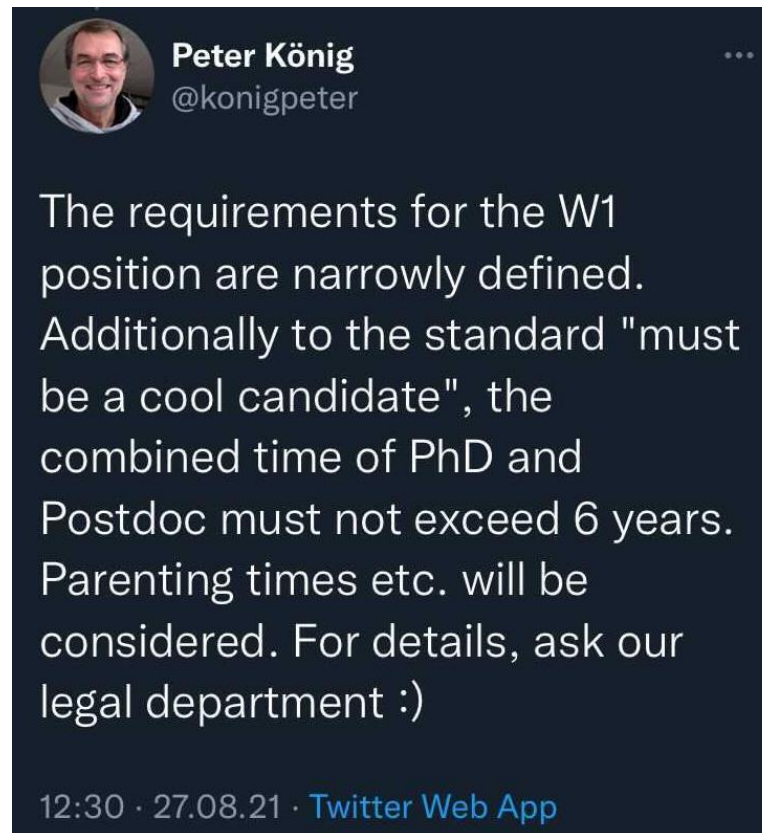
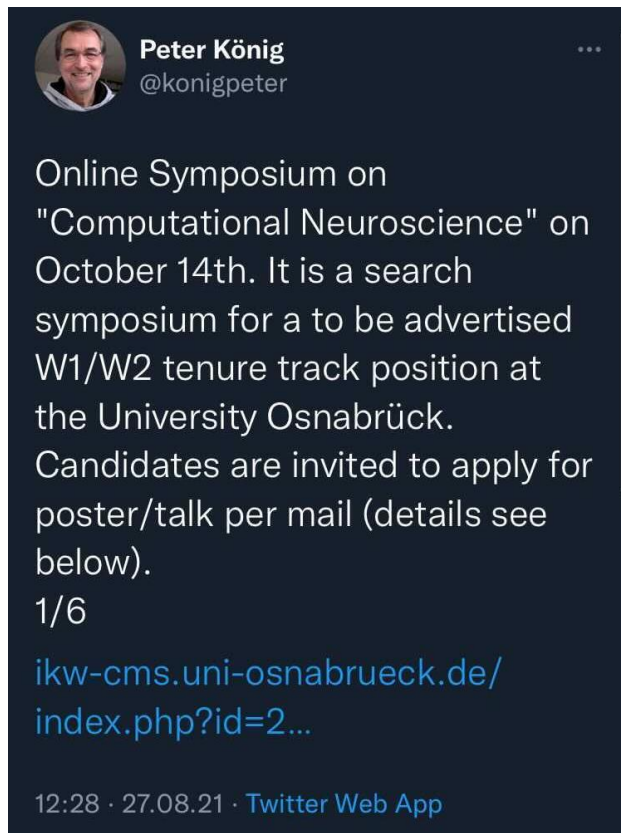
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Where to find job ads?

- Twitter / Word of mouth
- EU: <https://euraxess.ec.europa.eu/jobs>
- DACH:
 - <https://www.psychjob.eu/de>
 - <https://leibniz-psychology.org/en/services/jobs/>
 - <https://jobs.zeit.de/>
- UK: <https://www.jobs.ac.uk/>
- NL: <https://www.academictransfer.com/en/>

A (not so small) challenge: know the system!

- It is in fact fun and interesting to learn the academic system in each country
- testing Q: what is the (academic) year limit for TT Prof positions funded by BMBF in Germany?



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Tips

- Step out of the immediate circle, incl. your ...
 - research area/topic → university development; what's going on “in the world”
 - university, country, continent → outsource all possibilities!
 - openness/willingness to relocate

- Announce it (on Twitter)

- Make connections

- twitter
- conference/summer schools



Arturo Deza
@ArtDeza

...

I am also currently on the job market looking for
Tenure-Track Faculty positions & Research Scientist
positions at the intersection of
AI/ML/Psychology/Neuroscience tailored to vision. If
you think I would be a good fit in your team, please feel
free to DM me. Happy to chat! =D

7:34 PM · Jan 31, 2022 · Twitter Web App



Aidan Horner
@aidanhorner

...

Very excited that [@YorkPsychology](#) have FOUR lecturer
(Assistant Prof) positions available. Permanent ART
contracts and appointing in any area of psychology.
Come join us! Very happy to talk to anyone who is
interested

Tips

- Form a peer-supporting group
 - gather like-minded ppl who are also on the job market
- Ask for help/advice from current/previous supervisors + lab members
 - eg, read application/cover letter/research statement
 - mock interview, rehearsal
- Watch useful YouTube videos
- Apply a lot
- Celebrate every (big and small) steps, and be proud of yourself!



**KEEP
CALM
AND
CARRY
ON**