

Overview of the standard conditions of employment for scientific staff at D-GESS

As at 01.07.2015

	Doctorate	Postdoctorate	Senior Assistants
Maximum length of employment	maximum 6 years altogether		maximum 6 years
		<p>Profile</p> <p>There are three different profiles for Postdoctorates/Senior Assistants:</p> <ol style="list-style-type: none"> 1. Career track aiming for a professorship (academic career) 2. Service career focusing on teaching, support and supervision (aim: Senior Scientist) 3. Postdoctorate as a temporary phase to get the doctoral thesis ready for publication and to complete ongoing research projects. Serves further qualification before an intended exit from science. 	
Level of employment	100% Part-time employment is possible in well-founded cases (only "real part-time")	100% In well-founded cases, exceptions are possible; these must be brought before the Department Coordinator (<u>prior to the employment</u>) and approved by the Department Committee.	100% for career track In well-founded cases, exceptions are possible; these must be brought before the Department Coordinator (<u>before</u> the employment) and approved by the Department Committee.
Limitation / Extension	12 months including probation time; afterwards, extension by at least 24 months or until appointed deadline.	24 months including probation time; afterwards, extension by at least 24 months or until stipulated deadline/project completion.	24 months including probation time; afterwards, extension by at least 24 months or until appointed deadline/project completion.
Remuneration	according to ETH Zurich fixed wage rates for scientific staff. there will be no separate compensation for teaching activities (RSETHZ 513.12, Art. 21 lit. a).	according to ETH Zurich fixed wage rates for scientific staff. there will be no separate compensation for teaching activities (RSETHZ 513.12, Art. 21 lit. a).	* Classification as Senior Assistant I on function level 9 in the remuneration system (function code 1023-09, assessment line «e» with 2 years of experience according to staff ordinance for the ETH division. This corresponds to ca. CHF 100'000 p.a. if career was started at ETH Zurich and candidate ca. 30 years of age; if age 35 und additional years of experience, CHF 105'000).
	Doctorate	Postdoctorate	Senior Assistants

Promotion	Within a maximum of 6 months after passing the Doctoral Examination.	Promotion to Senior Assistant after 3-4 years. If there is no promotion, the employment contract may not be extended (maximum length of employment must be observed when time limits are defined!).	
Further provisions	Special duties (teaching activities, other duties) are to be recorded in the performance specification and may not exceed 10% and 20% respectively of the workload (see level of employment). Teaching duties may not interfere with the on-schedule completion of the research plan.	Teaching activities and further duties are to be recorded in the performance specification. Their scope should not exceed 10% to 20% of the workload.	Teaching activities and further duties are to be recorded in the performance specification. Their scope should not exceed 10% to 20% of the workload.