

COMPETENCE FRAMEWORK FOR EARLY-CAREER SCHOLARS OF TRIER UNIVERSITY

Disclaimer: This English translation of the competence framework is provided for informational purposes. The English text was carefully translated and reviewed for accuracy. If the English and German versions permit different interpretations, the German text shall prevail.

<i>Areas of competency</i>	<i>Competencies</i>	<i>Requirements</i>	<i>Evaluation criteria</i>
Research (R)	R 1: Innovative research designs and methods	Innovative and interdisciplinary research output of high quality	<ul style="list-style-type: none"> - Scope and quality of research (in particular, plausibility, methodological grounding, innovative research approaches, and independence as a contribution to the advancement of a research field) - International reputation (prizes, awards, guest lectures) - Acquisition of third-party funding (e.g. EU, DFG [German Research Foundation], BMBF [Federal Ministry of Education and Research]) - Willingness to participate in collaborative projects (e.g. integration into existing projects or projects in development, readiness and capacity to conduct interdisciplinary research)
	R 2: Research according to the criteria of good research practice		
	R 3: Excellent academic publications		
	R 4: Publication strategies		
	R 5: Acquisition of third-party funding		
	R 6: Cooperation with international and interdisciplinary research teams		
Teaching (T)	T 1: Competence-oriented course planning	Qualitative teaching in terms of disciplinary content and didactics; supervision and mentoring of undergraduates, PhD students, and postdocs	<ul style="list-style-type: none"> - Scope and quality of teaching activities (i.a. based on results of course evaluations) - Independent and creative approach to (up to date) course content and teaching concepts - Teaching awards - Participation in didactics trainings - Supervision of coursework and theses - Supervision and mentoring of PhD students and postdocs
	T 2: Teaching activities		
	T 3: Reflection on and evaluation of courses		
	T 4: Competence-oriented testing		
	T 5: Supervision and mentoring of undergraduates, PhD students, and postdocs		

Internationality (I)	I 1: Lectures in international context and publications with international publishers	Building international networks and cooperation with international partners in teaching and research	<ul style="list-style-type: none"> - Publications in international journals - Participation in international conferences - Teaching and research experience at universities and other research institutions abroad - Membership/participation in international collaborative research projects - International teaching and research cooperations - Mentoring of international undergraduates and PhD students
	I 2: Teaching activities/experience as visiting scholar and research stays abroad, acquisition of grants		
	I 3: Familiarity with intercultural contexts in teaching and research		
	I 4: Building and maintaining scholarly networks		
Project management and leadership (P)	P 1: Submission of research proposals, designing and budgeting of research projects	Implementation of research projects, from research proposal to project completion; leading of research groups and project teams; team leading	<ul style="list-style-type: none"> - Participation in interdisciplinary trainings, in particular on (academic) management and human resources management - Experience in leadership and coordination (e.g.: leading of research groups [of early career scholars], project teams, working groups; coordination and project management)
	P 2: Methods of project management		
	P 3: Leadership competencies		
Knowledge transfer (K)	K 1: Creativity techniques and forms of knowledge transfer	Innovative achievements and transfer of research results	<ul style="list-style-type: none"> - Patent registration - Spin-offs - Cooperation with companies and institutions outside the university - Participation in networking and transfer activities
	K 2: Competencies for start-ups		
Participation and support for early-career scholars (S)	S 1: Participation and leadership in academic bodies, professional associations, and other institutions	Participation and active involvement in bodies of academic self-governance, professional associations for researchers	<ul style="list-style-type: none"> - Participation in the university's self-governance bodies (e.g. commissions, committees and other academic bodies) - Taking on duties within relevant academic associations (e. g. professional associations, foundations, funding institutions) - Participation in cooperations between Trier University and regional partners - Participation in further activities of Trier University (e. g. summer schools, cooperations with schools, children's university)
	S 2: Reviewing activities for academic journals and periodicals, publishing houses, and academic institutions		
	S 3: Motivation and support for early-career researchers		