

## Research Profile – 1 (UD)

To gain, carry out and valorise academic research in line with the department plan, with the aim of contributing to the development and the application of academic knowledge and understanding in a field of research.

Activities	Professional skills	Demonstrate achievements (possible)
<b>Contribution</b> <ul style="list-style-type: none"><li>• Research activities have relevance for science, society, governance and/or the corporate world with a view to enhancing research impact</li><li>• Actively shares academic findings with society</li><li>• Builds networks of research contacts around discipline and/or relevant cross-disciplinary communities</li><li>• Works towards an independent research reputation (or the research reputation of a collaborative team) and recognition of achievement nationally/internationally</li></ul>	<ul style="list-style-type: none"><li>• Environment Orientation</li><li>• Cooperating</li><li>• Conceptual capacity</li><li>• Presenting</li><li>• Result orientation</li><li>• Integrity</li><li>• Vision</li></ul>	<i>Self-assessment:</i> <i>Reflects on how their research has contributed to the creation and application of new knowledge and how that manifests itself within the discipline.</i>
<b>Development of research</b> <ul style="list-style-type: none"><li>• Has responsibility for producing cohesive research projects that form an important part of a research programme</li><li>• Includes societally relevant partners in the phase of formulating and carrying out research projects</li><li>• Develops an independent and innovative line of research with a link to the strategy or the group, in purpose to enhance and/or enlarge the research group</li><li>• Translates developments in the research field into research programmes</li><li>• Acts on internal and external developments and opportunities</li></ul>		<i>Professional activities</i> <ul style="list-style-type: none"><li>• Quality and quantity of total amount of research output (e.g. datasets)</li><li>• Quality and quantity of the network</li><li>• Owns a good qualitative and quantitative publication record (e.g. 1<sup>st</sup> author, (inter)national, ISI journals)</li><li>• Public appearances (quantity and role) for example at work conferences, congresses</li><li>• Active member of a research group, graduate school, etc.</li></ul>
<b>Publication/output</b> <ul style="list-style-type: none"><li>• Publishes regularly in the form of peer reviewed articles, scientific performances, portfolios, or realizes output in the form of datasets or software</li></ul>	<b>Professional Attitude</b> <ul style="list-style-type: none"><li>• Focus on impact goals of the organization</li><li>• Focus on and act on the possibilities and opportunities for research</li><li>• Demonstrates research integrity</li><li>• Pro-active</li><li>• Contributes to diversity and equalities in research groups</li><li>• Supportive to early career researchers</li><li>• Interest in cross-discipline developments</li><li>• Ambition</li></ul>	<i>Measures of results</i> <ul style="list-style-type: none"><li>• Several years of international experience</li><li>• Signs of (inter)national recognition, as shown by e.g. participation in (inter)national conferences, occasionally presenting papers, citations</li><li>• Participates in the organization of conferences</li><li>• Membership of editorial staff (journal)</li><li>• Demonstrates integrity by, e.g. having a data management plan, ethical approval, archive package of (meta)data with publications</li><li>• (Possible/Intended) impact on policy or activities outside the organization (e.g. society, governance)</li><li>• Number of and positively assessed quality of research proposals</li><li>• Obtained funds or personal grants</li><li>• Number and results of PhD students (co-promotor) and evaluation</li></ul>
<b>Supervision/coordination</b> <ul style="list-style-type: none"><li>• Supervises academic staff as regards the content of their research.</li><li>• Coordinates parts of research programmes</li><li>• Supervises (e.g.) PhD students, research projects of bachelor and master students</li></ul>		
<b>Acquisition</b> <ul style="list-style-type: none"><li>• Acquires or contributes to 2nd or 3rd flows of funds</li><li>• Applies for personal grant(s) or consortia grants, and/or obtain such in the role of co-applicant</li><li>• Actively drafts research proposals and seeks opportunities for funding</li></ul>		
<b>Profiling / visibility</b> <ul style="list-style-type: none"><li>• Participates in conferences e.g. as a workshop leader</li><li>• Participates in peer-review</li><li>• Publishes via e.g. pre-registration and/or open science framework</li></ul>		<i>Peer review</i> <ul style="list-style-type: none"><li>• Contribution of research assessed particularly ex-ante</li><li>• Judged through peers as being very good</li><li>• Reference of (research) group leader and supervisor</li></ul>

## Research Profile – 2 (UHD)

To initiate, gain, carry out and valorise academic research in a broad or specialist field of research in line with the department plan with the aim of developing recognised academic knowledge and insights within this field of research.

Activities	Professional skills	Demonstrate achievements (possible)
<b>Contribution</b> <ul style="list-style-type: none"> <li>Research activities have evident relevance and are visible for science, society, governance and/or the corporate world</li> <li>Actively shares academic findings with society</li> <li>Actively manages relationships with business partners, governmental bodies, relevant societal partners or active involvement in professional associations</li> <li>Proactive role in cross-disciplinary research activities</li> <li>Addresses equality, diversity and inclusion issues in research groups</li> <li>Has impact on education via research activities</li> </ul>	<ul style="list-style-type: none"> <li>Vision</li> <li>Environment Orientation</li> <li>Cooperating</li> <li>Integrity</li> <li>Persuasiveness</li> <li>Presenting</li> <li>Leadership</li> </ul>	<i>Self-assessment:</i> <i>Reflects on how their research has contributed to the creation and application of new knowledge and what the impact of it is within the discipline, organization or/and society (outside world)</i>
<b>Development of research</b> <ul style="list-style-type: none"> <li>Describes a vision on own research in a (future) research plan (incl. implementation plan)</li> <li>Is responsible for initiation of research programmes or bears responsibility for planning and developing a specialist research project.</li> <li>Translates developments in the research field into (inter)national research programmes</li> <li>Acts on internal and external developments and opportunities to sustain long-term high performance of research programs</li> </ul>	<b>Professional Attitude</b> <ul style="list-style-type: none"> <li>Focus on impact goals of the organization</li> <li>Focus on and act on the possibilities and opportunities for research</li> <li>Demonstrates research integrity</li> <li>Pro-active</li> <li>Responsible for diversity and equalities in their research group</li> <li>Significant national and/or international engagement</li> <li>Aware of cross-discipline developments in relation to own research</li> <li>Effectively supporting early career researchers</li> </ul>	<i>Professional activities</i> <ul style="list-style-type: none"> <li>Actively sharing academic research within the organization and/or society</li> <li>Quality and quantity of total amount of research output (e.g. datasets)</li> <li>Quality and quantity of the network</li> <li>Owens a very good qualitative and quantitative publication record (e.g. 1st author, (inter)national, publisher, ISI database)</li> <li>Public appearances (quantity and role)</li> <li>Description of (societal) impact activities</li> <li>Editorial position at international journals</li> </ul>
<b>Publication</b> <ul style="list-style-type: none"> <li>Publishes regularly in the form of peer reviewed articles, performances, portfolios, (chapter in) books, etc</li> <li>Edits books and/or issues of journals</li> </ul>		<i>Measures of results</i> <ul style="list-style-type: none"> <li>Several years of (inter)national experience</li> <li>Acts as a successful assistant doctoral thesis supervisor for doctoral candidates</li> <li>Signs of international recognition, as shown for example by: being cited in authoritative (inter)national scientific journals, an academic publication in an authoritative scientific journal, invitation to speak at (inter)national seminars/conferences, granted awards, citations</li> <li>Membership in research committees</li> <li>Amount of obtained funds and/or allocated personal grants</li> <li>Participation in consortia</li> <li>Number of (externally funded) PhD's</li> </ul>
<b>Supervising/coordination</b> <ul style="list-style-type: none"> <li>Coordinates research programmes</li> <li>Supports and supervises academic staff with regard to the content of their research and the development of their research skills</li> <li>Supervises PhD students and/or acts as a co-promotor</li> <li>Coordinates e.g. a research group or committee</li> </ul>		<i>Peer review</i> <ul style="list-style-type: none"> <li>Contribution of research assessed both ex-ante and ex-post</li> <li>Judged through peers as being (inter)nationally very good in terms of e.g. originality, significance</li> </ul>
<b>Acquisition</b> <ul style="list-style-type: none"> <li>Acquires 2nd or 3rd flows of funds, capable of gaining research funds during strong external competition and wherein the evaluation is based on peer review</li> <li>Obtain personal grants and/or consortia grants</li> <li>Actively drafts research proposals and seeks opportunities for funding</li> </ul>		
<b>Profiling/visibility</b> <ul style="list-style-type: none"> <li>Participates in conferences e.g. as a key note speaker, workshop leader</li> <li>Leads or participates in peer-review</li> <li>Publishes via e.g. " pre-registration and/or open science framework</li> <li>Active membership in boards of scientific committees/societies</li> </ul>		