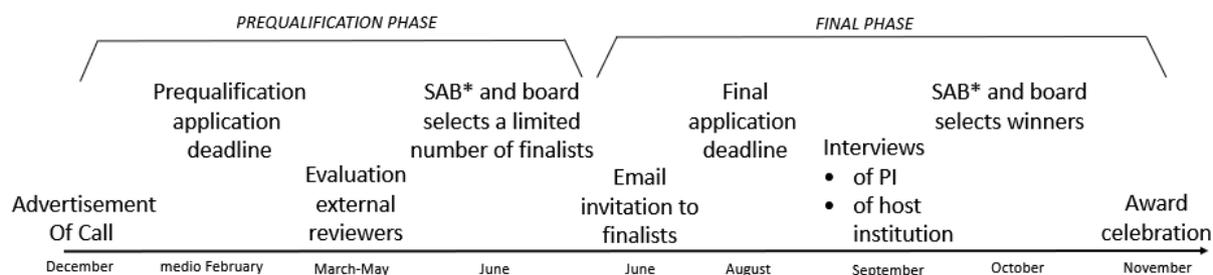


The 4-year Recruitment Program

Overview of the Two-step submission and selection process



*: Scientific Advisory Board

Step 1 - Prequalification

Based upon peer-review of the prequalification applications, a limited number of candidates will be invited to submit final applications and budget proposals. After submission of the prequalification application, the following steps are taken:

1. Each applicant will get an "acknowledgement of receipt" by e-mail shortly after the submission deadline.
2. For each application TFS will check whether it meets the eligibility criteria that apply to the call.
3. External experts of high international standing will be appointed to review applications within their specific field of expertise. The review is conducted in line with the evaluation criteria as stated in the call text.
4. After the receipt of external reviews of all applications the TFS Scientific Advisory Board selects a limited number of candidates to be invited to participate in step 2. All applicants and nominating faculties will be notified of this decision.

Please note that reports and names of appointed experts are confidential and will not be communicated to applicants.

Step 2 - Final proposal and interview

Candidates selected for step 2 evaluation will receive an e-mail-invitation. Candidates will be asked to confirm their intention of participating. The final proposal deadline and also an approximate date for interviews will be stated. The time available for preparing the final proposal will be approximately one month.

After submission of the final proposal, the following procedure will be followed:

1. Each applicant will get an "acknowledgement of receipt" by e-mail shortly after the submission deadline.
2. Interviews with PIs of proposals at step 2 are conducted by the TFS Scientific Advisory Board. Each interview will last approximately 45 minutes in total. The first part will be devoted to a presentation of the application, the research plan and the candidate's plan for



establishing and managing a research group. The remaining time will be devoted to a question and answer session.

3. The finalist's host departments will be interviewed by the foundation regarding their plans for recruitment of candidates with outstanding research merits and potential.
4. The TFS Scientific Advisory Board will present its conclusions regarding ranking and recommendations to the foundation board.

After the foundation board has made its funding decision, all applicants and nominating faculties are notified of the outcome.

Candidates will receive a summary of the evaluation from the Scientific Advisory Board after decision whether the application is granted / not granted.