

Dual Career - Handout

The Staff Council for Academic Staff (WIPR) welcomes *dual careers* as a building block of the university's family-friendliness and looks favourably at corresponding applications for job advertisement waivers.

The Staff Council has to be involved in the dual career procedure (if possible before the appointment negotiations are finalised).

The **prerequisites** for agreeing to the waiver of advertising the permanent position are

- The partner has no superior function in relation to the position to be filled.
- In the case of positions with teaching duties: positive statement from the department's representative for studies and teaching.
- Formation of a commission as for the appointment of a permanent position.

The WIPR has to be involved as soon as a dual career option is to be promised by the university in appointment procedures or retainment negotiations. This is done by convening a committee with the same composition as in staffing procedures for permanent positions. A representative of the WIPR has to be part of the committee and dates have to be coordinated with the WIPR at all stages. After a presentation and possibly a demonstration lesson, all committee members have the opportunity to ask questions and engage in dialogue with the candidate. If no serious concerns have been articulated in the committee in a comprehensible manner, the WIPR member involved in the procedure will recommend to the staff council to approve the job advertisement waiver.

This procedure serves to maintain internal peace and quality assurance. The transparency of this procedure prevents a possible disavowal of the person to be employed.

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