

- Please name a contact person for the group leader to reflect his or her career path on a regular basis (at least once as part of the evaluation): _____
- What is the envisaged permanent position after position? The President of the Helmholtz Association strongly encourages the Helmholtz Centers to offer group leaders, who have been evaluated positively, attractive leadership positions (i.e. with managerial responsibilities) and to support efforts to obtain a professorship. The candidate must be informed about the envisaged career option before nomination.

...position is guaranteed (...)

Annex 4 b

Evaluation concept:

Please describe the planned evaluation process below briefly (a detailed evaluation plan can be attached to this document). A substantial participation of external reviewers is mandatory. The candidate must be informed about the evaluation process and the **evaluation criteria** before nomination. The final evaluation report has to be submitted to the head office at the end of the fourth funding year.

...can sugges