

# Overview of the standard conditions of employment for scientific staff at D-GESS

As of 01.07.2015, revised in November 2022 and November 2024

Ordinance sc. staff Art. 5-10	<b>A Career track (academic career)</b>		
	Doctorate	Postdoctorate	Established researcher (Oberassistentenz)
<b>Max. length of employment</b>	maximum 6 years altogether		maximum 6 years
	Maximum 12 years altogether		
<b>Level of employment</b>	100% Part-time employment is possible in well-founded cases (only «true part-time»). <sup>3</sup>	100% Part-time employment is possible in well-founded cases (only «true part-time»). <sup>4</sup>	100% Part-time employment is possible in well-founded cases (only «true part-time»). <sup>4</sup>
<b>Term of employment / Extension</b>	Initial employment 18 months incl. probation time; then extension by 24 months or until the doctoral defense.	24 months including probation time; thereafter extension by 24 months each time or until the mutually agreed date / end of project.	24 months including probation time; thereafter extension by 24 months each time or until the mutually agreed date / end of project.
<b>Salary</b>	According to ETH Zurich fixed wage rates for scientific employees, standard level (see also «further provisions » below). There is no additional compensation for teaching activities (RSETHZ 513.12, Art. 21 lit. a). In case of promotion to a postdoc position: Starting in the month following the successful defense (no revisions), the salary is increased to level 5.	According to ETH Zurich fixed wage rates for scientific employees. There will be no additional compensation for teaching activities (RSETHZ 513.12, Art. 21 lit. a).	Classification as Established researcher I on function level 9 in the remuneration system (function code 1023-09, assessment line «e» with 2 years of experience according to the staff ordinance. This corresponds to ca. CHF 100'000 p.a. if career was started at ETH Zurich and candidate is ca. 30 years of age; at age 35 and additional years of experience CHF 105'000).
<b>Promotion to postdoc</b>	Immediately after exmatriculation following completion of doctoral degree.	Promotion to Established researcher (Oberassistent/in) after 3-4 years.  If person is not promoted, the employment contract may not be extended (always check for maximum length of employment!).	

<sup>3</sup> Will be checked by VPPL / HR Partner.

<sup>4</sup> Requests must be submitted to the department coordinator to the attention of the Executive committee prior to entering into a contract.

	<b>Doctorate</b>	<b>Postdoctorate</b>	<b>Established researcher (Oberassistentz)</b>
<b>Further provisions</b>	<p>Special duties (teaching duties, other duties) are to be specified in the job description and may not exceed 20% of the workload.</p> <p>Additional duties shall be compensated with a temporary increase in salary level (one salary level per 10%).</p> <p>The teaching duties and other special tasks must not interfere with the timely completion of the research plan and the doctoral thesis.</p>	<p>Teaching and further duties are to be specified in the job description. Their scope should not exceed 10% to 20% of the workload.</p>	<p>Teaching and further duties are to be specified in the job description. Their scope should not exceed 10% to 20% of the workload.</p>

<a href="#">Ordinance sc. staff</a> Art. 11-15	<b>B Service or project career</b>		
	<b>Scientific assistant I</b>	<b>Scientific assistant II</b>	<b>Scientific collaborator I / II</b>
<b>Max. length of employment</b>	maximum 6 years altogether		maximum 6 years
	Maximum 12 years altogether		
<b>Level of employment</b>	100% or part-time.	100% or part-time.	100% or part-time.
<b>Term of employment / extension</b>	Initial employment 12 months incl. probation time or until agreed date / end of project; thereafter extension by 24 months each time or until agreed date / end of project.	24 months incl. probation time or until agreed date / end of project; thereafter extension by 24 months each time or until agreed date / end of project.	24 months incl. probation time or until agreed date / end of project; thereafter extension by 24 months each time or until agreed date / end of project.
<b>Salary</b>	According to ETH Zurich fixed wage rates for scientific assistants I, level 5 (mandatory). There will be no additional compensation for teaching activities (RSETHZ 513.12, Art. 21 lit. a).	According to ETH Zurich fixed wage rates for scientific assistants II. There will be no additional compensation for teaching activities (RSETHZ 513.12, Art. 21 lit. a).	Classification in the salary system at function level 9 (scientific collaborator I) or function level 10 (scientific collaborator II).
<b>Promotion</b>	Minimum requirement is three years of experience as scientific assistant I.	Minimum requirement is three years of experience as scientific assistant II.	Minimum requirement is three years of experience as scientific collaborator I.