

**Effective Date:** 1 Jan 2022  
**As of:** 9 Dec 2021  
**Information:** D-HEST Department Coordination

**Important:** *English is not an official language of the Swiss confederation. This translation is provided for information purposes only and has no legal force.*

## Detailed Regulations for D-HEST to request a direct appointment of a full, associate or assistant professor to ETH President

According to Art. 11 of the by-laws of the Department of Health Sciences and Technology, the following detailed regulations are decreed for requesting a direct hire for a full, associate or assistant professor ("Direktberufung"). The [ETH Zurich guidelines](#) apply.

### Art. 1 Rationale for Direct Appointments

<sup>1</sup> Direct Appointments (who can request, Detailed Regulations for D-HEST to request a) can offer the opportunity to expand the Department's research portfolio by recruiting outstanding qualified scholars. However, these appointments must be evaluated in the context of the professorial planning approved by the Department's Conference and communicated to the Executive Board.

<sup>2</sup> Direct Appointments can also be advocated to recruit a faculty member for an open position subject to a regular search. Such applications should be assessed according to art. 3 before the position has been advertised to involve the Office for Faculty Affairs and the Chair of the search committee in due time. The applications must include the necessary information according to art. 2, unless not already specified in the profile paper (e.g., funding, space).

<sup>3</sup> With respect to non-tenure track assistant professors it must be emphasized that direct appointments advocated by the Department are exceptional cases mostly used to attract full or associate professors. Non-tenure track assistant professors should therefore focus on applying for regular faculty positions at ETH Zurich or elsewhere.

### Art. 2 Applications

<sup>1</sup> Every application for a direct appointment must address the following items for evaluation:

- a) Contribution of the research field with respect to ETH Zurich's and the Department's international leadership role;
- b) Fit to departmental strategy and professorial planning;
- c) Scientific Excellence of the candidate with respect to novelty, international recognition, translational impact, innovative learning methods;
- d) Previous collaborations with members of the Department;
- e) Contribution to departmental study programs;
- f) Funding, i.e., donations, regrouping of base line budgets of retiring professors, ETH funding;
- g) Accommodation with respect to space, access to special infrastructure and equipment.

<sup>2</sup> The information listed in para. 1 must be included in a profile document based on the template provided by Department for faculty positions ("Profilpapier").

<sup>3</sup> Executive Committee's evaluation is not limited to those criteria.

### Art. 3 Deliberation

<sup>1</sup> Every application for a direct appointment must be submitted by a full or associate professor and supported by the receiving institute to the Executive Committee for evaluation.

<sup>2</sup> The Executive Committee will evaluate every application individually and vote whether to recommend the Professors' Conference to support this direct appointment. If the Executive Committee does not recommend continuing the application for a direct appointment there will be no communication to the Professors' Conference.

<sup>3</sup> The applying professor can request the Professors' Conference to vote on the application for a direct appointment despite the Executive Committee' negative recommendation.

Approved by the Department Conference D-HEST on 9 Dec 2021.