

Goethe-Universität
Chancen =

GUIDE TO ACTIVE RECRUITING:

ATTRACT MORE FEMALE FACULTY
INCREASE DIVERSITY – OPTIMIZE QUALITY



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ACTIVE RECRUITING: ATTRACT MORE FEMALE FACULTY INCREASE DIVERSITY – OPTIMIZE QUALITY

To increase equality of opportunity for women scholars, in 2008 Goethe University had already devised a “Plan for Women’s Advancement 2008-2014”, which comprised active recruiting as a key strategic tool in the hiring process for professors. This self-imposed obligation was reinforced in 2015 when all Higher Education Institutions in the state of Hesse signed an “Agreement on Quality Criteria for universal application in Hesse to ensure gender equality in faculty hiring.” To reverse the continuing dearth of women currently holding positions as professors and as university administrators, active recruiting of highly qualified women academics is an option that also maintains the highest qualitative standards.

Likewise, in 2015, Goethe University amended its official employment policy to specifically include active recruiting as a means of elevating the quality of candidates. Bringing vacant professorships to the attention of highly qualified women candidates increases the circle of contenders. The measure is especially well-suited to “attract very good women scholars and increase faculty diversity.” Goethe University thus makes it clear that actively seeking to hire women is a normal part of the recruitment process.

The following guide focusses on applying active recruiting in hiring and aims to support everyone engaged in the search for new faculty, thus increasing productivity through the use of this already proven tool. Above all, the guide stresses deliberate recruitment of women both nationally and internationally to fill empty faculty slots. Such a targeted effort to enlarge the pool of highly qualified female candidates may well elevate the quality of newly-hired faculty over all.

¹ Agreement on Quality Criteria in Hiring at Goethe University Frankfurt am Main 28. July 2015, renewed on 01.01.2016, § 6.1.



What is “active recruiting”?

“Active recruiting” is a pro-active strategy that searches for potential (female) candidates and reaches out to them if they appear qualified for a professorship or other academic position within the framework of the usual hiring process. The effort to locate excellence in research and scholarship as well as increase global visibility is well-served by active recruiting that culls the very best while at the same time increasing the proportion of women faculty. Most of the time, a call for applicants goes hand-in-hand with “active-recruiting.”

In any effort to fill an empty faculty position at Goethe University, the governing principle is that the very best candidate for the job should be chosen. To engage effectively in active recruiting, choices must be based on fixed and transparent criteria defined beforehand so that all applicants can be treated fairly. The aim is to identify superlative candidates, male and female, but especially women, to approach them and encourage them to apply. Only then can the most appropriate and qualified be chosen. Corresponding to the rank of the advertised position (early or advanced), this process permits addressing promising lecturers and researchers at the start of their careers as well as the already highly successful.

Why use active recruiting to target women in particular?

Now as in the past, German universities fail to benefit from the potential of highly qualified female faculty. Active recruiting is especially apt to increase the number of women in professorial and leadership positions. Promising women



You may address any questions concerning active recruiting, especially aimed at finding female faculty, to the Equal Opportunity Office of Goethe University.

Dr. Anja Wolde

Equal opportunities officer and director of the Equal Opportunity Office

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E-Mail: wolde@em.uni-frankfurt.de

scholars – “Early Career Researchers” – may be enticed to remain in the profession if directly addressed early in the recruitment process. Above all, when dealing with those fields in which women remain starkly underrepresented, an international recruiting effort to attract highly qualified female candidates promises success. Unequal gender distribution according to discipline is already strikingly evident across EU countries.

In active recruiting, what are some special considerations

When, in the process of active recruitment, a scholar or scientist is contacted and asked to apply for a vacant faculty position, a misunderstanding easily arises. The suggestion is often interpreted to mean a personal invitation and acceptance into the restricted circle of those already short-listed for the spot. To avoid this kind of disappointment, it must be clarified from first contact with a potential applicant that the request to apply is not an invitation, nor does it ensure short-listing.

All candidates for professorship expect a high degree of confidentiality. But those who already hold attractive positions and are not actively seeking to change jobs often tie their willingness to apply to a guarantee of even more rigorous confidentiality. Here, each case needs individual consideration in order to provide confidentiality on the one hand while assuring transparency to the faculty to an extent as great as possible on the other hand. In general, we can affirm: A fair procedure that is highly transparent assures not only that active recruiting does not conflict with the aims of quality and equality of opportunity but on the contrary, optimizes realization of these aims.



How to apply active recruiting in the faculty search

Responsibility for active recruiting

The Dean is in charge of active recruiting. At the earliest opportunity one or two years before release of an announcement but at the very latest when the empty position is advertised, she or he should inform specialists in the field about the vacancy and draw their attention to the call for candidates. The dean should request that they remain on the look-out for appropriate contenders already engaged in cooperative projects, in research associations, at conferences, in (international) networks, etc. and to transmit their recommendations to the dean or other official recruiter. Speeches and symposia in the appropriate discipline also provide the board with opportunities to identify potential candidates. If the department wishes to issue an invitation, the university executive board maintains a fund of €10,000 per year for this purpose. You can apply using a form that will be available starting in the winter semester 2018/19.

The Dean may also delegate responsibility for active recruiting to another person who should be an expert in the field for which a candidate is sought but ideally not be a member of the hiring committee. Responsible for managing the active recruitment process, he or she must communicate well and represent the university. Together with the dean, she or he must also ensure confidentiality in the selection process.

In addition, the dean's agent will repeatedly ask colleagues for recommendations stemming from their contacts in (international) networks, compile a list of nominees, and be named in the application to publish the call for candidates.



Databases are an additional important source in the active search for potential national and international faculty. To find especially qualified women, it may be advisable to attach to the Guide a list of information sources and instructions for use. Clearly, the search procedure depends on the desired criteria (qualifications specified in the application to circulate the job offer). In this regard, equality of opportunity must be guaranteed so that all candidates pass through the same sub-steps in the evaluation process.

[Making contact with potential applicants on initial appearance of the announcement](#)

When a professorial vacancy is first announced, qualified candidates – female and male – should be approached directly, keeping in mind the requirements and qualifications as noted in the job description. Important points are in particular:

- If the offer of employment has a strict time limit for receipt of applications, it is essential that applications encouraged by means of active recruiting comply with this deadline
- If the application deadline is extended or if applications are accepted after the official deadline, it's important that all applications, not only those solicited via active recruiting, be considered.
- At that point, it should be made clear that the individual has been addressed and encouraged to apply for the post while at the same time made to understand that she or he will be subject to the same competitive 'best selection' procedure as all other candidates. This may mean not being invited for an interview or asked to give a sample lecture.



BIOLOGICUM

The person responsible for hiring may delegate to faculty colleagues the task of directly addressing qualified potential applicants if this procedure promises greater success. In this case, the rules governing oral invitations must be clarified: at this point in time, how much and what kind of information about the post may be communicated? The answer to this question, in turn, differs according to standard procedures, i.e. the culture, in different disciplines.

In the framework of active recruiting, qualified candidates may be enticed not only when shown the benefits in conditions of research, quality of workspace, equipment, etc. but also when informed about services the university provides to all faculty, such as a Welcome Center, Dual Career Service, other family services and childcare on campus.

Making contact during the hiring process and after the deadline for applications

While applications are being accepted and processed, and even after the deadline has passed, candidates may still be invited to apply. As a general rule, the number of contenders for the empty post should mirror the proportion of women working at the level below the position to be filled.

The recruitment discussion

When extending invitations, emphasis on working conditions is central. Crucial to winning potential applicants is providing sufficient quality time for discussion and meeting face-to-face. If the recruitment discussion takes place on your campus, you could, for instance, offer a tour of the relevant infrastructure. And even if the talk doesn't produce the desired result, good communication can help increase and strengthen the reputation of the department and the university.

If you have any questions concerning the appointment process, the appointments support office is at your service.

**Abteilung für
Berufungsangelegenheiten**
Goethe-Universität Frankfurt
Theodor-W.-Adorno-Platz 1
Campus Westend (PA)
Raum 2.P13
D-60323 Frankfurt am Main
Tel.: +49 (0) 69 798-17172



THE JOB ANNOUNCEMENT



When planning to announce a vacant professorship, consider what media are particularly apt to reach women faculty. Various disciplines offer targeted and inexpensive fora for spreading the word, for instance by publishing the call for applications on (inter-)national platforms addressing disciplinary and professional associations; by forwarding the job description to decisive networks and associations (for further information see Interdisciplinary Networks for Women Researchers, Faculty and Experts and F. Subject-specific women scholars' networks) as well as by using (inter)national Online-Job Markets such as:

- academics.de
- chroniclevitae.com
- euraxess.de/germany/jobs-funding
- higheredjobs.com
- kisswin.de
- listserv.uni-heidelberg.de/science-jobs-de
- myscience.de/jobs

DOCUMENTING MEASURES IN ACTIVE RECRUITING

In the checklist of measures to fill the vacant post, it should be recorded whether active recruiting was undertaken. All active recruiting activities should be documented separately and the final recruitment report be given to the office in charge of promotion and gender equality.

1. PROPORTION OF WOMEN

Proportion of post-doctoral women in the department (those who have finished their dissertations and those who have done the Habilitation or second doctorate)		
Proportion of women's applications		
Proportion of women (short) listed		

2. RESEARCH CARRIED OUT

ACTIVITIES IN ACTIVE RECRUITING	YES	NO
Searching for women colleagues in the discipline at Goethe University		
Searching for women colleagues in domestic and international contexts		
Making inquiries to scientific and disciplinary associations		
Contacting women colleagues affiliated with the DFG [German Research Foundation]		
Performing database searches		
Publishing the job offer in media of professional and disciplinary associations		
Forwarding the job offer to decisive networks		
Other activities		



3. FACULTY CONTACTED

Male/female	Institution/Level of qualifications ¹	Date of initial contact	Application received (yes/no)	Invited (yes/no)

¹If confidentiality might be compromised by naming the institution, you need only note here the qualification level.



APPENDIX: RECOMMENDED SOURCES FOR FINDING WOMEN CANDIDATES

Scientific and Disciplinary Associations

Using the web pages of relevant sub-divisions, working groups or scientific and subject-specific societies, three types of personnel research can be undertaken:

1. You can consult the membership lists for sub-divisions or working groups provided that these are on-line. The title Adjunct Lecturer [Privatdozent] or Ph.D. – most members' titles are listed – give you the first clue. One problem, however, may be that a list is outdated.
2. Instead of using these lists or in addition to them, you can ask for recommendations from members of a sub-division's board or the board of a scientific association in seeking potential applicants for a position to be filled. Caution, however, is advised, given possible biases.
3. Many professional societies now have divisions, working groups, interest groups, etc. for equality, women's advancement or diversity. Especially when targeting women for recruitment, it makes sense to involve these sources (for instance, the working group for equality in the German Physics Society, the permanent committee for women's advancement in the German Political Science Society, etc.)

Various professional and academic associations are listed on the German Education Server: www.bildungserver.de/instliste.html?ik=Fachgesellschaft



Review Board Members of the German Research Foundation (DFG)

An international search for highly qualified female applicants with special competence in a precise field can benefit from inquiries made of German Research Foundation colleagues (taking care to identify biases) who have been elected to review boards as representatives of their areas of expertise.

Even if highly-specialized board members lack familiarity with sub-specialty experts, they should at least be able to identify possible domestic and international contacts. An up-to-date list of review boards can be found at the following link (clicking on the corresponding board brings up the membership list):

www.dfg.de/dfg_profil/gremien/fachkollegien/fachkollegiaten/index.jsp

Interdisciplinary Databases for Women in Academia and Industry

1. Portal for excellent women in research AcademiaNet

The Robert Bosch Foundation and Spektrum der Wissenschaft [a journal like Scientific American] have made available through AcademiaNet numerous profiles of excellent women faculty – researchers and scientists – in all fields in the German-speaking countries to facilitate filling leadership positions and boards with female candidates. No one can nominate herself. A steering committee comprising members from partner organizations defines criteria for acceptance of women faculty (the highest academic qualifications, requisite degrees and/or independent leadership roles in management as well as other supportive criteria). Female academics from the following scientific associations can be nominated: Acatech Deutsche Akademie der Technikwissenschaften [the German Academy of Science and Engineering], Leibniz-Gemeinschaft [Leibniz Association in Life and Natural Sciences], Alexander von Humboldt-Stiftung [Alexander von Humboldt Foundation], Wissenschaftsrat [Science Council], Leopoldina Nationale Akademie der Wissenschaften



[Leopoldina, the German National Academy of Sciences], Deutsche Forschungsgemeinschaft DFG [German Research Foundation], European Molecular Biology Organization (EMBO), Fraunhofer-Gesellschaft [Fraunhofer Society for the Advancement of Applied Research], Helmholtz-Gemeinschaft Deutscher Forschungszentren [Hermann von Helmholtz Association of German Research Centers], Hochschulrektorenkonferenz (HRK) [German Rectors' Conference/ German Committee of Vice-Chancellors and Principals], Max-Planck-Gesellschaft [Max Planck Institute], Verein Deutscher Ingenieure (VDI) [Association of German Engineers], Fonds der Chemischen Industrie (FCI) [Chemical Industry Fund]. Women faculty whose doctorates were earned within the last twelve years can be found here. www.academia-net.de

Contact:

Robert Bosch Stiftung GmbH | Eva Roth

Tel.: +49 (0)711 46084885 | E-Mail: eva.roth@bosch-stiftung.de

(for general inquiries regarding the website, admissions criteria and partner organizations).

or

Spektrum der Wissenschaft Verlagsgesellschaft mbH | Ann-Kristin Ebert

Tel.: +49 (0) 6221 9126803 | E-Mail: ebert@spektrum.com

(for technical questions about the website as well as women academics' profiles)

2. Network of Alexander von Humboldt Foundation Fellows

The Humboldt Foundation Network oversees the Foundation's long-term contact to Humboldt Fellows worldwide and also promotes contact among Fellows themselves. The network (as of January 2017) contains more than 28,500 women and men from all disciplines in more than 130 countries. You can search using freely selectable keywords as well as by guest institution or discipline.

www.humboldt-foundation.de/web/humboldt-netzwerk.html



Kontakt:

Alexander von Humboldt-Stiftung | Jean-Paul-Str. 12 | D-53173 Bonn
Tel.: +49 (0) 228 8330 | Fax: +49 (0) 228 833199 | E-Mail: info@avh.de

3. The Database for women academics in all disciplines in the German-speaking world FemConsult

FemConsult is a database for women academics run by the Center of Excellence for Women and Science – CEWS, a section of GESIS (German Social Science Infrastructure Services Association, a registered charity). The database presently contains many thousands of peer-reviewed entries for women with PhDs and post-doctoral qualifications (Habilitation) in Germany, Austria and Switzerland. The database serves the needs of searches for female university faculty but also to find women qualified to fill positions as reviewers, board members, speakers, mentors, and consultants. Research can be undertaken on line free of charge.

www.femconsult.de

Contact:

GESIS | Leibniz-Institut für Sozialwissenschaften
Kompetenzzentrum Frauen in Wissenschaft und Forschung
Center of Excellence Women and Science (CEWS)
Unter Sachsenhausen 6-8 | D-50667 Köln
Tel.: +49 (0) 221 476940 | E-Mail: femconsult@gesis.org

4. The Swiss Database for women experts femdat

Covering all of Switzerland, Femdat is a database for women researchers, faculty, and experts in various disciplines active in science, politics and economics. At present you will find 1,700 entries, of which 30% are in the social sciences and 34% in the natural sciences and technology. The database is sponsored by Swiss universities, women's professional associations and on additional professional society. Consulting these records will help fill management positions in science and research with women from Switzerland. Those included represent the entire



spectrum of disciplines. The aim of the data collection is, however, to go beyond disciplinary boundaries to assist searches and recommend experts for a range of management and research positions. On-line consultation is free of charge.
www.femdat.ch

Contact:

femdat | c/o Stiftung SWONET | Laurenzenvorstadt 79 | CH-5000 Aarau
Tel.: +41 (0) 31 3710480 | E-Mail: info@femdat.ch

5. The Austrian Database for Women with Post-Doctoral Qualifications (Habilitation)

The database covers women at Austrian universities who have completed the Habilitation. It is managed by the “Working Group for Equal Opportunity” at Karl-Franzens-University of Graz. The Working Group’s office facilitates searching the database free of charge.

<https://akgl.uni-graz.at/de/>

Contact:

Büro des Arbeitskreises für Gleichbehandlungsfragen | Mag. Ulrike Schustaczek
Karl-Franzens-Universität Graz | Harrachgasse 34 | A-8010 Graz
Tel.: +43 (0) 316 3801027 | Fax: +43 (0) 316 3809012 | E-Mail: akgl@uni-graz.at

6. Women Fellowship Recipients in the Database of the Margarete von Wrangell Habilitation Program

The Margarete von Wrangell Habilitation Program provides financial support to excellent women researchers in Baden-Württemberg who need funds to complete their Habilitation. The database presents the women academics and their accomplishments in a variety of scientific fields. Under the rubric “women fellowship recipients” you’ll find present and former awardees by entering keywords, disciplines, or universities.

www.margarete-von-wrangell.de



Contact:

Landeskonzferenz der Gleichstellungsbeauftragten an den wissenschaftlichen Hochschulen Baden-Württembergs (LaKoG) | Dr. Dagmar Höppel
Universität Stuttgart | Kronenstr. 36 | D-70174 Stuttgart
Tel.: +49 (0) 711 68582003 | Fax: +49 (0) 711 68582001
E-Mail: hoepfel@lakog.uni-stuttgart.de

7. Danish KVINFO Women Experts' Database

The KVINFO database is available only in Danish. You can, however, pull up appropriate results by entering academic keywords in English under "Fri tekst" (free text).
www.kvinfo.dk/side/383

Contact:

KVINFO | Christians Brygge 3 | DK-1219 København K
Tel.: +45 (0) 33 135088 | Fax: +45 (0) 33 141156 | E-Mail: kvinfo@kvinfo.dk

8. Database for Women Experts in the Middle East

In cooperation with KVINFO, support from five nations in the Middle East has enabled setting up databases containing women experts.

„Who is she in Lebanon?“

whoisshe.lau.edu.lb

(in partnership with the Lebanese American University, Institute for Women's Studies in the Arab World)



[“Who is she in Jordan?”](#)

jordan.hosting.kvinfo.dk

(in partnership with the Jordanian Commission for Women)

[“Who is she in Palestine?”](#)

palestine.hosting.kvinfo.dk

(in partnership with the Insan Center for Women’s and Gender Studies)

[“Who is she in Egypt?”](#)

whoisshe.wmf.org.eg

(in partnership with the Women and Memory Forum)

[“Who is she in Tunisia?”](#)

tunis.hosting.kvinfo.dk

(in partnership with credif)

Interdisciplinary Networks for Women Faculty and Experts

1. The German Association of University Women/ Deutscher Akademikerinnen Bund e.V. (DAB)

The DAB enables women with university degrees to make the best use of their disciplinary expertise, to elevate the status of women and girls by gender mainstreaming, to encourage lifelong learning and to promote career models that foster family and work-life balance.

www.dab-ev.org



Contact:

Deutscher Akademikerinnenbund e.V. | Sigmaringer Str. 1 | D-10713 Berlin
Tel.: +49 (0) 30 31016441 | E-Mail: info@dab-ev.org

2. Mentoring Hesse – Women in Science and Management (Network for the Promotion of Women in Technical and Managerial Positions)

Mentoring Hesse is involved in a unique, Europe-wide joint project comprising 11 universities and institutions of higher learning, 3 research institutes outside academia in cooperation with 11 internationally renowned companies to promote successful women in technical and managerial positions in the sciences and industry. Moreover, in the Network you will find 250 highly qualified women with PhDs and post-doctoral proficiency as well as women who have finished the Habilitation, adjunct lecturers and assistant professors in all disciplines in the academy and business who qualify for professorships. Targeted, active recruiting can avail itself of Mentoring Hesse's contacts to individual women in a well-defined search for specific professional expertise.

www.mentoringhessen.de

Contact:

Mentoring Hessen | Dr. Ulrike Kéré und PD Dr. Astrid Franzke
Senckenberganlage 31 | D-60325 Frankfurt am Main
Tel.: +49 (0) 69 79849732 oder 79818117 | E-Mail: info@mentoringhessen.de

3. Association for Women in Science (AWIS)

Since 1971, the global Network AWIS has been supporting women in science, technology, engineering and mathematics, helping them develop their potential and innovative research. The association boasts more than 100,000 members of whom



more than one quarter are academics in higher education. The website offers job exchange though for the most part limited to offers of employment in the USA. Membership fees are charged.

www.awis.org

Contact:

AWIS | 1667 K Street NW, Suite 800 | US-Washington, DC 20006

E-Mail: awis@awis.org

Discipline-specific Databases for Academic Women and Experts

1. The WiLS-Database – Women in Life Sciences

In the WiLS-Database with more than 850 entries you will find women researchers in molecular life sciences appropriate as candidates for professorships and other academic positions; those listed can also serve as experts in industry and as public speakers. The database is a joint project managed by ELSO (the European Life Scientists Organization) and EMBO (the European Molecular Biology Organization). Experts can register themselves in the WiLS Database provided that they are working in the field of molecular life sciences, are citizens of the European Union, or are working in the EU, and in the last three years have published at least one peer-reviewed article in an internationally known professional journal (as first or last author).

wils-database.embo.org

Contact:

EMBO | Deputy Director/Programme Manager Gerlind Wallon

Meyerhofstrasse 1 | D-69117 Heidelberg

Tel.: +49 (0) 6221 8891112 | E-Mail: women@embo.org



2. The Austrian FEMtech Expert Database

The FEMtech Expert Database recommends women academics and experts in the natural sciences and technology for managerial roles at universities, universities of applied sciences, and independent research institutes as well as in industry. Eligible to register in the FEMtech Expert Database are women academics and experts whose main focus is on the natural sciences and technology. The database was launched in 2004 and by the end of 2008 it carried entries on approximately 900 female academics and experts who had masters, doctorates or post-doctoral (Habilitation) degrees. The online search is free of charge. www.femtech.at/content/expertinnen-suche

Contact:

Österreichische Forschungsförderungsgesellschaft mbH | Andrea Rainer
Sensengasse 1 | A-1090 Wien
Tel.: +43 (0) 5 77552307 | Fax: +43 (0) 5 775592307 | E-Mail: andrea.rainer@ffg.at
www.ffg.at/talente

3. Austrian Academic Database in Women's Studies and Gender Research

The database contains around 500 faculty members in the field of Women's and Gender Studies, the majority of whom have PhDs or post-graduate qualifications (Habilitation) and are female. At present the database is being extended to cover all German-speaking areas. Research can be undertaken free of charge via the homepage. www.mavas.at/members/genderstudies/info00.asp



Contact:

Koordinationsstelle für Geschlechterstudien, Frauenforschung und Frauenförderung

Karl-Franzens-Universität Graz | Beethovenstraße 19 | A-8010 Graz

Tel.: +43 (0) 316 3805721 | Fax: +43 (0) 316 3809010 | E-Mail: koordff@uni-graz.at

<https://koordination-gender.uni-graz.at/>

or

Referat Genderforschung der Universität Wien

Spitalgasse 2 | Universitätscampus Hof 7 | A-1090 Wien

Tel.: +43 (0) 1 427718451 | Fax: +43 (0) 1 427718459 | E-Mail: uni-fem@univie.ac.at

<http://gender.univie.ac.at/>

**4. Research Fellows in the Network for women's and gender studies,
North Rhine Westphalia (NRW)**

The Women's Studies Network North-Rhine Westphalia, supported by the state of North-Rhine Westphalia Education Ministry, presently lists approximately 150 women faculty and 200 researchers at universities and universities of applied sciences in the state whose principal area of expertise is women's and gender studies. This is not a database in the usual sense of the word but rather a detailed list of professors in the Network as well as women researchers. You can search by field and topic. The list is subdivided into researchers and professors. The professors in the list may be potential applicants or able to serve as informants in your search.

www.netzwerk-frauenforschung.de



Contact:

Netzwerk Frauen- und Geschlechterforschung NRW
Koordinations- und Forschungsstelle | Dr. Beate Kortendiek
Universität Duisburg-Essen | Berliner Platz 6-8 | D-45127 Essen
Tel.: +49 (0) 201 1836134 | Fax: +49 (0) 201 1832118
E-Mail: beate.kortendiek@netzwerk-fgf.nrw.de

5. 500 Women Scientists

With more than 20,000 members worldwide, 500 Women Scientists is an organization of considerable breadth consisting of women in science, technology, engineering, and mathematics (STEM). On the website, under “Request a Scientist,” members may not only be found via discipline, interests, degree, qualifications, and national origin but also by means of search terms. You may register yourself free of charge.

<https://500womenscientists.org/>

Contact:

500 Women Scientists | E-Mail: 500womenscientists@gmail.com

Disciplinary Networks for Women in Research

1. Women’s Engineering Society (WES)

The WES is a non-profit in existence since 1919, founded by and for women in engineering, the applied sciences, and research. Announcements of openings can be uploaded to the website. You can get in touch via a form on the website.

www.wes.org.uk

Contact:

WES | Michael Faraday House | Six Hills Way | GB-Stevenage SG1 2AY
Tel.: +44 (0) 1438 765506 | E-Mail: info@wes.org.uk

2. International Network of Women Engineers and Scientists (INWES)

INWES is a worldwide network consisting of women academics' associations in more than 60 countries active in science, technology, engineering and mathematics (STEM). The website allows direct contact with regional networks. Fee-based membership.

www.inwes.org

Contact:

INWES | University of Ottawa | Dr. Rudy Deep
65 University Street | Archives & Special Collections Ottawa
CA-Ontario K1N 6N5
E-Mail: info@inwes.org

3. The Women Economists' Network

A German-speaking network for women economists and others in neighboring disciplines that is active beyond Germany's borders, it is deliberately not organized as a charity and doesn't collect dues. The website carries news about open positions.

efas.htw-berlin.de

Contact:

Geschäftsstelle des Ökonominnen-Netzwerks – efas an der HTW Berlin
Treskowallee 8 | D-10318 Berlin
Tel.: +49 (0) 30 50193327
E-Mail: efas-netzwerk@htw-berlin.de

4. The German Women Engineers Association

Founded in 1986 in Darmstadt, the German Women Engineers Association lobbies and organizes committees in addition to networking and offering mutual support. The website offers an online job market. To access it, however, registration is required.

www.dibev.de



Contact:

deutscher ingenieurinnenbund e.V. | Postfach 110305 | D-64218 Darmstadt
Tel.: +49 (0) 700 34238342 | E-Mail: info@dibev.de

5. Association of Women in Science and Technology NUT e.V.

The Association of Women in Science and Technology e.V. (NUT) welcomes women students and employees in the natural sciences and technology. Since 1996, the association has managed a mailing list containing information on colloquia, open positions, etc. disseminated by the association's headquarters.

www.nut.de

Contact:

NUT e.V. | Haus der Demokratie | Greifswalder Str. 4 | D-10405 Berlin
E-Mail: geschaeftsstelle@nut.de

6. German [women] Lawyers Association e.V. (djb)

The German [women] Lawyers Association (djb) comprises female attorneys, economists and business managers concerned with developments in the law. It is independent, non-partisan and interdenominational. You can place ads with the central office; these job announcements appear on the web under "Career."

www.djb.de

Contact:

djb | Vereinigung der Juristinnen, Volks- und Betriebswirtinnen
Bundesgeschäftsstelle | Anklamer Str. 38 | D-10115 Berlin
Tel.: +49 (0) 30 4432700 | Fax: +49 (0) 30 44327022
E-Mail: geschaeftsstelle@djb.de



7. Gender Studies Association [Wissenschaftliche Fachgesellschaft Geschlechterstudien]

The Gender Studies Association was founded in 2010. Comprising more than 450 members the organization promotes networking among gender studies teachers and researchers in Germany as well as beyond national and disciplinary borders. Moreover, the association aims to elevate the visibility of gender studies.

www.fg-gender.de

Contact:

TU Berlin | Zentrum Interdisziplinäre Frauen- und Geschlechterforschung (ZIFG)
Geschäftsstelle Gender e.V. | Sekr. MAR 2-4 | Marchstrasse 23 | D-10587 Berlin
Tel.: +49 (0) 30 31426974 | Fax: +49 (0) 30 31426974 | E-Mail: mail@fg-gender.de

8. Center of Excellence in Technology-Diversity-Equality of Opportunity e.V.

The main aim of this non-profit is to promote Germany's active presence in the information and knowledge-based society especially regarding equality of opportunity for women and men in all social and professional fields (key concept: "Digital Integration"). The center of excellence manages, among other services, a job fair featuring vacant positions in STEM fields.

www.kompetenzz.de

Contact:

Kompetenzzentrum Technik-Diversity-Chancengleichheit e.V.
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Database of Projects in the German Research Foundation DFG

Searching the online database GEPRIS for projects with financial support from the German Research Foundation is recommended especially when third-party funding is one criteria in the job description for a professorship or post. You can find junior researchers with specific expertise in a designated field by first entering a keyword under "Projects." You can narrow the results by combining the discipline (according to the German Research Foundation's categorization of subject fields) and the type of German Research Foundation funding. You can limit the search to junior scholars by entering a person's name if she is already sponsored by a Heisenberg or Emmy Noether Program.

gepris.dfg.de/gepris

European Union Resources

1. The EU Online Database for Scientific Cooperation

The European Union's online database permits searches for (mainly research) institutions and/or project managers as potential international scientific partners. Online you will find the name and institutional affiliation of the project manager as well as a short description of current projects (see the link). The search can be narrowed by combining relevant EU funding programs and countries. Due to the thematic breadth of the program, however, hits might lack specificity.

cordis.europa.eu/partners/web/guest/home



2. Research & Innovation Participant Portal

Sorted by field, lists of experts (women and men) involved in the evaluation process for the EU's 7th Framework Program (2007-2013) and in the research and innovation program Horizon 2020 (2014-2020) can be found here.

cordis.europa.eu/fp7/experts_en.html

3. Lists of Recipients of European Research Grants

You will find lists of the more than 7000 European Research Council Starting Grant recipients and ERC Research Grant recipients since 2007. Entries are sorted according to applicants' home countries. Titles of research projects for which applications were submitted are also listed.

erc.europa.eu/erc-funded-projects

4. European Platform of Women Scientists (EPWS)

The EPWA is an umbrella association founded in 2005 consisting of various networks and organizations of women scientists in the EU and other nations associated with the research program of the European Commission that are promoting gender justice in research. The association with headquarters in Brussels represents more than 100 member organizations endeavouring to further the interests and aspirations of more than 12,000 European researchers in all disciplines. Under "Careers" you will find job announcements; the "Interview of the Month" rubric also provides helpful information about participating organizations.

<https://epws.org/>

IMPRINT

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