

Recruitment conditions at various levels

Position	Duration (years)	Empl. rate	Class	Recruitment committee	Formal pre-requisites & criteria	Informal criteria	Notes
PO	7 renewable	100	30	11 members: 1 Dean, 4 prof, 1 CI, 1 student, 2 experts, 1 PAT, 1 equality committee ¹	5 criteria drawn from the PGPR – SDS: (1) Position profile, (2) Research expertise, (3) Teaching experience, (4) Management and administrative tasks, (5) Contribution to the department outreach ² .	H-index with implicit threshold ³	
PA	7 renewable	100	25				
PAST-tenure	3 + 3 + PA tenure	100	24				
PAST-no tenure	-	-	-				No PAST without tenure in the DESPRI
Prof. Boursier-e / Eccellenza	5	100	4		FNS Criteria		
MER	7 renewable						No new MER in the DESPRI
MA	3 + 3	70 (-100)	17	Min 3 Professors from the department	Speaking French (being able to teach in French after 1.5 year), reference letters, research project, research ambition, (future research)	1.5 years abroad during or after ththe PhD is a plus (flexible criterion) Renewal is conditional on obtaining (at least applying for) FNS funding (division I or Ambizione)	All MA are 70 percent, except the BARI MA position (full time) ⁵ .
Post-doc		50-100	14 ⁶	No committee, the principal investigator recruits alone	Requirements based on the research project		Less than 50 percent only if the candidate has another position/job.
Teaching assistant	2-2-1	100	8	No mandatory call, 2-3 Professors recruit together	Master, Master thesis grade (more than 5)	Publication an asset	
Research assistant	4	~70 + 20	8	No committee, the principal investigator recruits alone			20 percent, depending on overheads available (guaranteed for 3 years during the 4 years of the PhD)
Student assistant	Allocated with important variations	-	-				-

Note

¹ Specific committee composition: the president of the committee is a member of the dean and faculty council; among the four professors – one is a member of the recruiting department and at least one is a woman; a member of the young scholars, that is a teaching assistant, a research assistant, or a post-doc; one student ; two external experts (at least one working abroad) ; one member of the gender equality committee.

² PGPR – SDS = politique générale de promotion de la relève SDS (general policies on promoting young scholar in the Geneva school of social sciences). This policy defines the procedures to promote and give tenure within the Geneva school of social sciences. The same criteria apply for the recruitment of external candidates when a position opens. The five aforementioned criteria form the basis for the evaluation of the candidates' application, the criteria have different weights depending on the level of the open position (PO – full professor, PAS – associate professor, PAST – assistant professor with tenure-track). The weighting factors are the following:

MER → PAS : 25% scientific activity, 25% teaching, 20% team management, 30% participation in the department / outreach

PAST → PAS : 50% scientific activity, 25% teaching, 10% team management, 15% participation in the department / outreach

PAS → PO : 35% scientific activity, 25% teaching, 15% team management, 25% participation in the department / outreach

PO sur appel → 40% scientific activity, 25% teaching, 20% team management, 15% participation in the department / outreach

³ H-index everyone has an implicit threshold used to assess applications.

Single-authored book with (American) university press is a strong asset.

Experts evaluations are important but vary importantly (+/- qualitative, +/- based on their own university recruitment criteria).

In spite of an attempt to set more formal criteria within the Geneva school of social sciences or within the department of political science, it was not possible to agree on shared recruitment criteria. Hence, there are no shared criteria about major journals in the discipline, each discipline has its own ranking of journals.

Important divergences between recruitment committees regarding whether members of the committee read or not the sent publications.

⁴ Research fellow I = class 17 and Research fellow II = class 19.

⁵ For other positions, there are some possibilities to complement employment rate depending on timely opportunities (research projects, ASSP, etc.).

⁶ Class 9-10 during the first year after the PhD defense.