



1. Application Guide for postdoctoral positions

1.1 Required Documents

Please send us the following documents in English and **in anonymized form** (→ 1.2) (except for the certificates).

Cover letter

The cover letter (rtf or docx) is an opportunity for you to highlight your unique qualifications for a postdoctoral researcher position within the research group in brief. Please do not write more than one page.

CV

This should be an academic CV, focusing on your education and academic activities, including lists of your publications and presentations. Please provide an anonymized version (rtf or docx) as well as a regular, non-anonymized one (rtf, docx or pdf).

Research proposal ("Exposé")

The research proposal (rtf or docx) is an outline of the research project you are proposing to conduct within the research group. What is the central research question? How are you going to approach it? Which existing research/literature is the project going to be based on or engage with? We recommend that the research proposal be of between 1,500 and 2,000 words length. Please do not write more than 2,500 words.

Certificates

We require a scans (pdf) of your PhD certificate and previous academic degree certificates. This is an administrative requirement for the hiring process. The certificates do not need to be anonymized. The certificates should be in English or German. If your certificate is in a different language, please provide a translation in English or German. For the application, a translation made by yourself is sufficient. However, for the hiring process we will need certified translations.

1.2 A Quick Guide to Anonymizing Your Application

We ask for anonymized applications in order to mitigate the effects of gender-based implicit biases on the application process. The purpose of the anonymization is thus not to mask your identity completely or to make it impossible to find out who you are by means of a Google search. However, committee members pledge not to do Google searches. It is therefore sufficient to remove your name and other information that identifies your gender or gives strong clues about it.

Please provide your cover letter, CV, and research proposal in anonymized form, i.e. without providing or signing your name. Please send these anonymized documents in an editable document format (rtf or docx), so that the assistant who manages the application process can make small adjustments to achieve a comparable degree of anonymization in all applications. No substantial changes will be made without your permission.

As regards your CV, please also provide a regular, non-anonymized version for our files (rtf, docx or pdf). This version will not be forwarded to the committee members at the first stage of the application procedure, but may be perused at a later stage.

To anonymize your cover letter, CV, and research proposal:

- Make sure that your name appears nowhere in the documents.
- In listing publications, eliminate your own name as well as those of co-authors, replacing them with a placeholder such as “[applicant + 2 co-authors]”.
- Please check your documents for gender identifying expressions, and replace them with gender neutral ones. E.g., please use “parental leave” instead of “paternity” or “maternity leave”; prefer writing “*Wissenschaftliche Mitarbeit*” to “*Wissenschaftliche Mitarbeiterin*”; if you have attended the Chichester High School for Boys, mention only the “Chichester High School” (even if that’s not the full name of the school). Use your own good judgment.
- If your CV includes mention of periods of gender identifying activities, please eliminate these from your CV altogether. This primarily concerns military service or other compulsory services in countries where such services are only or almost only done by men. Please do not replace the eliminated period by a dummy such as “[Period of employment eliminated]” or similar. Instead, if you have to eliminate a substantial period of full time activity for the purposes of anonymization, you are permitted to change all previous dates on your CV (i.e., make yourself younger) by exactly the time span that you have eliminated, so as not to place yourself at a disadvantage by creating a “gap” on your CV. Needless to say, this permission does not extend to the non-anonymized version of your CV.

1.3 Documents to submit – Checklist

	Anonymized version (format: docx or rtf)	Non-anonymized version (format: docx, rtf or pdf)
Cover Letter	✓	
CV	✓	✓
Research Proposal	✓	
Certificates		✓

Please submit all anonymized documents as separate files in an editable document format (rtf or docx).

Send all your documents attached to one e-mail to: admissions@philos.uni-hannover.de
 Applications must be received by 30 September 2020. You will receive a confirmation of receipt.
 Interviews will take place in October 2020 in Hannover or online.
 Inquiries should be directed to Leonie Wiemeyer: leonie.wiemeyer@philos.uni-hannover.de
 Some of your questions might have already been answered in our FAQ (→ 3).

2. Information on the Research Training Group

The Research Training Group “Integrating Ethics and Epistemology of Scientific Research” has been established as a joint project by Leibniz University Hannover and Bielefeld University. It is funded by the DFG, the German national funding agency. Its key emphasis is on the qualification of doctoral researchers within the framework of a focused research program (→ 2.1) and a structured training strategy (→ 2.3).

2.1 The Research Program

The Research Training Group aims at bridging the gap between practice and theory in the philosophical investigation of scientific research in two ways: firstly, it examines new connections between practical philosophy of science (ethics of science, political philosophy of science) and theoretical philosophy of science (epistemology, metaphysics); secondly, it analyzes relevant links between the material culture of the sciences (objects, equipment, experiments, practices) and the cognitive dimension of the sciences (theories, hypotheses, discourses, models). The research of the group will thus take up contemporary tendencies to dissolve traditional borders between epistemic and ethical, and between cognitive and material aspects of the sciences. The group seeks to produce a rapprochement of the endpoints of both dichotomies. It systematically explores these connections and creates a framework that allows outstanding doctoral and postdoctoral candidates to pursue integrated philosophical research into the sciences in a stable and stimulating research environment.

The priority of the research training group is to support philosophical research that requires serious attention to both theoretical and practical aspects of scientific research. The status of policy advice on the basis of computer simulations in climate science, the balancing of research goals and ethical aspects of medical treatment in clinical trials, the appropriate role of intellectual property in science, or the prospects of social scientific research on the basis of social network data are just a few examples of topics that ought to be treated by drawing on theory-oriented philosophical resources as well as practice-oriented ones, and taking both equally seriously.

Please note that these are examples only, and that we are open to a wide topical range of research proposals as long as they take a philosophical approach, focus on scientific research and combine theoretical and practical aspects.

2.2 The Principal Investigators

The group is chaired by Professor Torsten Wilholt (Hannover) and co-chaired by Professor Martin Carrier (Bielefeld). In alphabetical order, the principal investigators are

- Martin Carrier (Bielefeld)
martin.carrier@uni-bielefeld.de [http://www.uni-bielefeld.de/\(en\)/philosophie/personen/carrier/](http://www.uni-bielefeld.de/(en)/philosophie/personen/carrier/)
- Uljana Feest (Hannover)
feest@philos.uni-hannover.de <http://www.philos.uni-hannover.de/feest.html?&L=1>
- Mathias Frisch (Hannover)
mathias.frisch@philos.uni-hannover.de <https://www.philos.uni-hannover.de/frisch.html?&L=1>
- Dietmar Hübner (Hannover)
dietmar.huebner@philos.uni-hannover.de <http://www.philos.uni-hannover.de/huebner.html?&L=1>
- Marie I. Kaiser (Bielefeld)
kaiser.m@uni-bielefeld.de <https://www.uni-bielefeld.de/philosophie/personen/kaiser/>
- Thomas Reydon (Hannover)
reydon@ww.uni-hannover.de <http://www.philos.uni-hannover.de/reydon.html?&L=1>
<http://www.reydon.info>
- Ralf Stoecker (Bielefeld)
ralf.stoecker@uni-bielefeld.de [http://www.uni-bielefeld.de/\(en\)/philosophie/personen/stoecker/](http://www.uni-bielefeld.de/(en)/philosophie/personen/stoecker/)
- Torsten Wilholt (Hannover)

2.3 The Qualification Program

The qualification and supervision concept of the research training group is based on professional education via colloquia, theory workshops, peer groups and tutorials, on international elements such as temporary stays abroad or the organization of conferences as well as on specific measures that help to enhance the participants' scholarly skills. The involvement of scientists in residence enlarges the conceptual and methodological horizon of participants. Further measures aim at raising equality of opportunities as well as preparing for a professional career outside academia. The mandatory core curriculum comprises 5 to 7 working days per semester.

Qualification

- Theory workshops
- Research colloquia and peer groups
- International experience
- Optional participation in further colloquia and seminars of the respective institute
- Optional participation in transferable skills courses and mentoring programs

The research training group takes measures to create equal opportunities for men and women and to facilitate the reconciliation of family life and academic career, e.g. by providing additional funding for child care.

2.4 The postdoctoral positions

The postdoctoral positions will be offered as 100% positions on salary scale E13.

The following information is intended to give you a rough orientation on the salary and is not legally binding. Currently, a 100% E13 position amounts to a gross salary of ca. 47 900 € p.a. Taxes and deductions for mandatory health and retirement plans apply, so that a single person may initially expect a monthly net salary of ca. 2270 €. Note that this means that you are automatically insured within German statutory health insurance ("gesetzliche Krankenversicherung").

After one year, the gross salary rises to ca. 52 400 € p.a. (monthly net salary ca. 2430 €). Cost of living expenses can be estimated at 1000 € per month, depending mainly on your housing situation. The appointment will be until the end of the project on 30 September 2024. Please note that the position unfortunately cannot be extended.

3. FAQ

I don't have my PhD certificate yet. May I apply anyway?

You are very welcome to apply, even if you don't have your PhD certificate yet. In this case you should hand in some kind of proof that you handed in your dissertation, e.g. a confirmation by the faculty or your supervisor.

For the actual hiring process, however, we will need the PhD certificate.

My degree certificate is neither in English nor in German. What shall I do?

If your certificate is in a different language than English or German, please provide a translation in English or German. For the application, a translation made by yourself is sufficient. However, for the hiring process we will need certified translations.

Should I add reference letters?

Please refrain from sending letters of recommendation. The selection committee bases its decision exclusively on the documents stated in this Application Guide, i.e. the research proposal, CV and

cover letter. As the application process is anonymous, any recommendations or other documents of that kind will not be forwarded to the committee.

I prefer sending a pdf document rather than several docx/rtf documents. Is that okay as well?

Please send your application in the format stated above (→ 1.3) as separate files.
Any other format will cause us a lot more work and might delay the application process.

The anonymous application process seems rather complicated. May I just send you a regular application?

We have had very good experiences with the anonymous application procedure. In our opinion, it allows a fairer and more focused assessment of the applications. Therefore, we ask you kindly to make the somewhat greater effort.

Can I send my application in German or another language other than English?

Our selection committee comprises international members, so please submit your application in English.

How is the position funded?

Successful applicants will receive a working contract with Leibniz University Hannover, hence you will receive a salary (not a stipend or a scholarship grant). This entails several benefits like statutory health insurance, social insurance, pension funds etc. This might also make a difference for the type of visa you require.

Do I need to provide some proof of my proficiency in English, e.g. a TOEFL or IELTS certificate?

We don't need an official certificate about your proficiency in English.

I don't know German. Can I apply anyway?

Yes, absolutely! Our qualification program and events are completely in English.