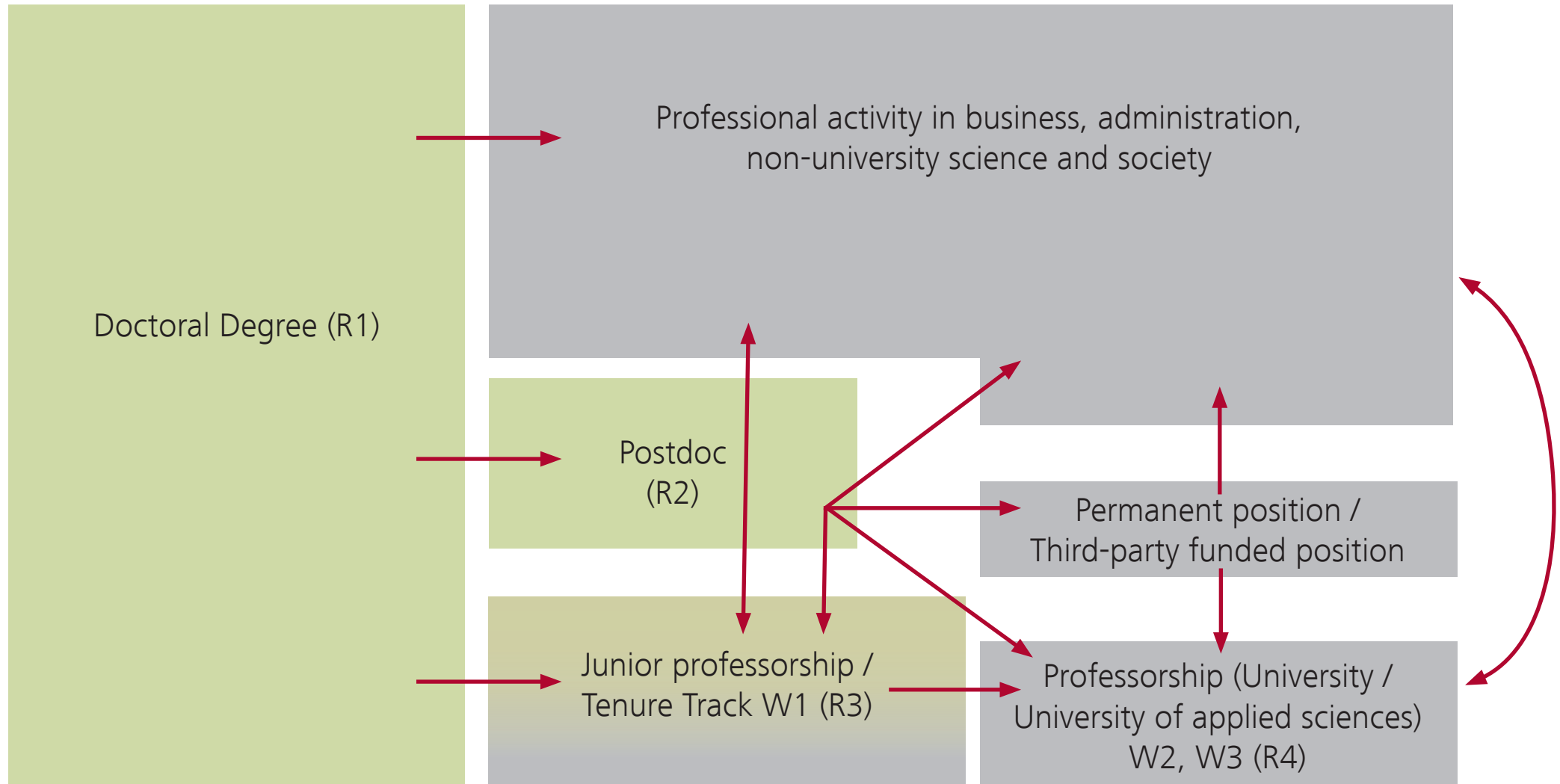


Chart on the Discussion Proposal of the Member Group Universities of the German Rectors' Conference (HRK)
on the Further Development of the Academic Fixed-Term Contract Act 6.7.2022



The main career paths are presented. Of course, individual career paths may be different.

R1: First Stage Researcher. Up to the point of PhD

R2: Recognised Researcher. PhD holders or equivalent who are not yet fully independent

R3: Established Researcher. Researchers who have developed a level of independence

R4: Leading Researcher. Researchers leading their research area or field

R1 and R2 together are limited to 10 years. Green are the qualification periods