

Change of position to Established Researcher (ER) or Scientific Collaborators (SC)

Information sheet | October 2023

The following aspects change on appointment to the new function.

Function level

The statutory basis is laid down in the Ordinance on Scientific Personnel. The basic requirements for employment as a Established Researcher I (ER I) are a doctorate and at least two years of practical experience as a postdoctoral researcher.

A university degree and at least five years of relevant professional experience are required for an employment as a Scientific Collaborator I (SC I). The function level for ER I/SC I is level nine. After at least three years of experience at function level nine, an application can be made for a change of position to level ten (ER II or SC II) if there is corresponding evidence of achievement.

Work permit

As far as permits are concerned, activities undertaken by doctoral students and postdoctoral researchers are classed as education. At the new function level, citizens of third-party countries must submit an application for a work permit as individuals in gainful employment, with a supporting letter. The work permit is always issued at this high academic function level, but the permit status changes back for a maximum of two years to an L permit ("in gainful employment") from a B permit ("in education"). As the employer, ETH cannot influence this change, which is predefined by the Office for Economy and Labour. This change also has an influence on the permit status of relatives in family reunification.

Salary

In general, the salary is set anew in the payroll system on an individual basis and undergoes progression annually on 1 January based on the appraisal assessment in terms of performance and years of experience. A salary increase consists of an experience component and a performance component. The annual salary is now paid out in 13 instalments (postdoctoral researchers previously received 12 salary instalments). 11/12 of the 13th month's salary is paid out in November, 1/12 in December.

SA employments via SNF Ambizione and SNF Prima are excluded from this. In these cases, the salary is based on the salary progression individually agreed outside the salary negotiation round.

Assessment

The supervisor is obliged to carry out an annual appraisal and undertake a performance assessment (A++, A+, A, B or C), which has an impact on salary progression.

Job description

The supervisor is obliged to submit an up-to-date job description with the application for the change of position, which has to be signed by both parties.

Maximum employment term

The maximum employment term for the EA function and for SCs who have previously been employed in the ETH domain is six years. The maximum employment term for scientific collaborators engaged in teaching and research projects who have not previously been employed in the ETH domain is nine years. Employees who have been employed on a fixed-term contract in this function for more than four years will have a progress interview with their supervisor in their fourth year. A switch to a permanent academic position (permanent appointment) can only be agreed by the Executive Board at the request of the department management.

Level of employment

Part-time employment is possible; HR does not require written justification for this.

If you have any questions, please do not hesitate to contact your HR Partner.