

Regulations LUMC Junior Principal Investigator Programme (version 1 June 2026)

2027 edition

Article 1

The objective of the LUMC Junior Principal Investigator Talent Programme is to attract and/or retain talented researchers to develop their own research line, thereby strengthening the LUMC research strategy.

Article 2

1. The Executive Board of LUMC annually makes available a monitoring budget (primary funding stream) to the Directorate of Research Policy (DR) for the appointment of three researchers at Leiden University Medical Center to conduct scientific research within LUMC in line with the objectives of the LUMC Junior Principal Investigator Programme.
2. The Executive Board may deviate from the provisions in paragraph 1 where appropriate.
3. The duration of the programme is a maximum of 48 consecutive months within a period of 5 calendar years, with a fixed monthly amount. The first and last calendar year together total 12 months, but do not have to be evenly distributed. The total contribution amounts to €850,000 (price level 2025) per junior principal investigator.
4. The researcher will be employed by LUMC. The applicable Collective Labour Agreement (CAO) applies.

Article 3

The 2027 selection round will be communicated internally via Albinusnet, published on the external LUMC website, and shared with department heads and theme management teams.

Article 4

The selection procedure is conducted by an LUMC-wide selection committee, proposed by the Research Council and appointed by the Executive Board, consisting of at least 15 members including at least:

- several members of the Research Council
- 2 young faculty members
- at least 1 clinical (associate) professor
- at least 1 preclinical/basic (associate) professor

At least 10 members must be present for decision-making.

Article 5

1. Eligibility for appointment as LUMC Junior Principal Investigator is limited to talented researchers holding a PhD, with the guideline that the researcher is a starting group leader

operating at the level of an assistant professor. As this term is not used uniformly within LUMC, this is not a strict requirement but rather indicative. The “Matrix research career path” (for basic researchers) and the “Matrix clinical scientist” (for clinical researchers) serve as reference frameworks.

The candidate has not previously received a large personal grant of more than 750k Euro like the Dutch Research Council Vidi, ERC starting grant, LUMC Junior PI grant or LUMC fellowship, counted from the deadline of the pre-proposal. The candidate does not operate at the level of associate professor.

2. The LUMC Policy regarding the allocation of individual grants from institutional funding also applies.
3. The selection procedure consists of a pre-proposal followed by a full proposal and interview, with the following timeline:
 - Call announcement (internal): 15 June 2026
 - Deadline pre-proposals: 15 September 2026
 - Selection of candidates for pitch: November 2026
 - Pitches and interviews: 4 March 2027
 - Award decision: 1 June 2027
 - Start date: 15 September 2027
3. Candidates must submit a pre-proposal including:
 - general information about the candidate (incl. PhD date and positions held since then)
 - CV
 - concise research proposal
 - description of career impact
 - alignment with intended LUMC theme and research groups

The selection committee assesses pre-proposals and selects a maximum of 8 candidates for pitching and interview. Discussions will also be held with relevant themes and intended department heads. Particular attention will be paid to an embedding plan within the intended department and its feasibility.

Assessment criteria include:

a. Candidate quality and career stage:

- among the top 10–20% internationally in their field
- scientific excellence (e.g. thesis, publications, achievements)

- strong enthusiasm for research/technology
- ability to generate innovative ideas and develop them independently
- starting group leader
- grant must significantly impact development of the research line

b. Research proposal quality:

- original, challenging, innovative
- aimed at building a new research line
- international relevance
- societal relevance and knowledge utilization potential

c. Strategic relevance:

- alignment with LUMC strategic priorities and themes

d. Embedding of the candidate

4. Selected candidates submit a full proposal and attend an interview consisting of:
 - a pitch (attended by the selection committee, intended department head, theme representative, and vice dean of research)
 - an interview with the selection committee

The same evaluation criteria apply. Prior to award, a departmental embedding plan must be in place.

5. Final appointment must be supported by:
 - the department head where the candidate will be appointed
 - the cluster board of that department
 - the relevant theme(s), explicitly describing how the candidate strengthens the strategic focus

Article 6

1. The Directorate of Research and Valorisation (DOV) informs the selected candidate, as well as relevant department heads, theme coordinators, rejected candidates, and divisional boards.
2. The Executive Board reserves the right to set additional conditions.
3. The appointment procedure must be completed within 3 months after notification. The department must keep DRV informed of progress.

4. The grant covers personnel and other costs related to the appointment, including travel and costs incurred by the candidate during selection.
5. Additional costs (e.g., rejected candidates' travel, advertisements, seminars) are covered by the monitoring budget.

Article 7

1. Each Junior PI submits a brief progress report after two years.
2. DOV forwards this report to the Research Council for review.
3. A final report must be submitted within 3 months after programme completion.
4. DOV forwards this to the Research Council for information.

Article 8

1. The position is personal and non-transferable.
2. Appointment duration is 48 months (see Article 2.3 for funding structure).
3. Employment follows applicable LUMC regulations (including CAO UMC) and falls under responsibility of the department and division.
4. As the goal is sustainable strategic investment, the department and Junior PI will agree on expected performance and potential continuation of employment.
5. Early termination must be reported to DOV, including date and reason; DRV informs the Executive Board.
6. Appointment ends when the researcher ceases employment at LUMC (even if holding a zero appointment).
7. In case of early termination, funding stops at departure; funds already paid are generally not reclaimed unless warranted.

Article 9

In all cases not covered by these regulations, the Executive Board decides.

Article 10

These regulations become effective on 1 June 2026.