

## **LUMC Junior Principal Investigator Regulations (version May 2025)**

### **- 2026 round -**

#### **Article 1**

The objective of the LUMC Junior Principal Investigator Talent Program, established in 2025, is to attract and/or retain talented researchers to develop their own research line to strengthen the LUMC research strategy.

#### **Article 2**

1. The Board of Directors of the LUMC annually allocates a monitoring budget (first funding stream) to the Directorate of Research Policy (DR) for the appointment of 5 researchers at the Leiden University Medical Center to conduct scientific research within LUMC in accordance with the objective of the LUMC Junior Principal Investigator Program.
2. The Board of Directors may deviate from the provisions of paragraph 1 in certain cases.
3. The duration of the LUMC Junior Principal Investigator Program is a maximum of 48 consecutive months within 5 calendar years with a fixed amount per month. The first and last calendar year together add up to 12 months but do not need to be evenly distributed. The total contribution amounts to 850,000 euros (index value 2025) per awardee.
4. The researcher will be employed by the LUMC. The applicable Collective Labor Agreement (CAO) applies.
5. Applicants to the LUMC junior PI program must disclose in the application form if they are simultaneously applying for, or have been awarded, funding for a similar project through other funding bodies.

#### **Article 3**

For the annual selection round, both internal and external candidates can apply. The call is shared internally (Albinusnet) and on relevant external media such as Academic Transfer including social media. The call is also communicated with department heads and theme management teams.

#### **Article 4**

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

- Several members of the Research Council;
- 2 members of the young faculty community;
- At least 1 clinical (associate) professor;
- At least 1 pre-clinical/basic (associate) professor.

To decide on an application, the presence of at least 10 members is desired. Where needed, the directorate of Research and Valorization will arrange for extra members. The term of the members of the committee is 4 to 6 years. The terms of the chair and vice-chair follow the schedule: 1-year vice-chair, 1 year chair, 1 year post-chair.

#### **Article 5**

1. Only talented researchers with a PhD who are starting group leaders, who are among the top-10% of peers in their field as evidenced by research output and international recognition, potential to attract research funding and collaborations, experience with supervision and mentoring, and academic citizenship. Candidates can be internal or external to the LUMC at the time of application. Moreover, the research line, whether fundamental, translational or clinical, needs to strongly contribute to the LUMC research strategy.  
Applicants operating at the level of an assistant professor, who have obtained their PhD at least three and maximally 10 years before the call deadline, with possible extension for a maximum of five years due to parental leave, medical training or other documented reasons are eligible for

appointment as LUMC Junior Principal Investigator. For parental leave, training or sick leave, the terms used in the Dutch Research Council 'Vernieuwingsimpuls ([Extension clause | NWO](#)). As the term 'assistant professor' is not used uniformly, having such a position is not a strict requirement for applying but more a description. These regulations, the call text and guidelines in the preproposal form serve as a reference framework.

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 selection procedure consists of a preproposal phase followed by a site-visit and will have the following timeline:

• Call published:	June
• Deadline preproposal:	mid Sept
• Preselection on fit to the target group	September
• Judging preproposal, alignment themes and departments	October
• Notification of full proposal selection	Mid November
• Deadline full proposal	Mid Jan
• Site visits:	February -March
• Notification of selected candidates	April
• Starting date	Ultimately 16 Sept

3. Candidates submit a preproposal consisting of the following components:

- General information about the candidate (including PhD date and scientific positions held since then) and possible delays in their career;
- Intended department and intended theme;
- Evidence-based narrative CV, including overview of leadership experience and grant acquisition;
- Brief research proposal;
- Description of the impact on the candidate's career and how the candidate fits the target group;
- Alignment with the intended LUMC theme and research groups and description of the contribution to the LUMC;
- Confirmation of contact with the intended department head and/or theme.

The selection committee assesses the preliminary application on the following points and selects a maximum of 12 candidates who are invited to submit a full application and attend a site visit. After judging the quality and fit to the target group by the selection committee, the involved themes and department heads will be involved in the evaluation. During this assessment, the embedding of the candidate will also be discussed. The feasibility of the embedding plan within the intended department will be carefully considered.

The selection committee assesses the preproposal based on:

- a. The quality and fit to the target group of the candidate, with the following criteria:
  - i. Starting group leader with the potential to grow towards an independent research line within the duration of the fellowship;
  - ii. Belonging to the top 10-20% of their peer group from an international perspective;

- iii. Scientific excellence as evidenced by, amongst others, the dissertation, publications, recent grants from internal or external sources, (inter) - national collaborations and/or other scientific achievements;
  - iv. Enthusiastic fascination for research or technology;
  - v. Demonstrable ability to generate innovative ideas and successfully develop them independently;
  - vi. Experience with supervision or coaching of PhD candidates and/or master students;
  - vii. Experience in teaching, and has obtained or is admissible to obtain, a Basic Teaching Qualification (BKO);
  - viii. The grant must have a significant positive impact on the development of the research line.
- b. The quality of the research proposal, with the following criteria:
- i. Original, challenging, and innovative preclinical or clinical research;
  - ii. Aimed at building an independent research line;
  - iii. International importance of the proposed research;
  - iv. Socially relevant research with opportunities for knowledge utilization;
  - v. The feasibility of the project, including dedicated 'non-clinical' time for supervision of the group.
- c. The strategic importance of the scientific research to be conducted by the candidate in relation to the strategic focus of one or more LUMC themes.
- d. The embedding of the candidate.
4. Selected candidates will submit a full-application (5 pages) and will be invited for a site visit with the following activities:
- A seminar. At this seminar, the selection committee, intended department head, theme representative, and vice-dean of research will be present;
  - Interview with the selection committee;
  - If applicable for external candidates: interview with the department head and department members; theme representatives;
  - If applicable: interview with research facilities.

After these site visits, the selection committee will exchange information with all parties involved to make a selection. The same selection criteria as for the preliminary application apply. Before an award can be made, an embedding plan from the intended department must be in place for the selected candidates.

5. The final appointment must be supported by:
- The department head, in whose department the LUMC Junior Principal Investigator will be appointed.
  - The board of the Division in which the department where the LUMC Junior Principal Investigator is appointed is housed.
  - The theme or themes, explicitly describing how the LUMC Junior Principal Investigator strengthens the strategic focus of the theme.

## Article 6

1. The Directorate of Research Policy (DR) informs the selected candidate, as well as the relevant department heads/theme coordinators and also the department heads/theme coordinators of the rejected candidates and the involved division boards.
2. The Board of Directors reserves the right to impose additional conditions on the appointment as LUMC Junior Principal Investigator.

3. The appointment procedure must be completed no later than 6 months after notification to the department head and candidate. The department keeps DR informed of the progress of this process.
4. The grant covers the personnel and other costs associated with the appointment of the LUMC Fellow, including protected research time, travel expenses and other costs incurred by the candidate during the selection period.
5. Any other costs, including travel expenses of rejected candidates and advertising costs, seminar costs, etc., are funded from the monitoring budget.

#### **Article 7**

1. Each LUMC Junior Principal Investigator submits a brief written report to the Directorate of Research Policy after two years, providing information on the progress of the respective research project.
2. DR forwards this report to the LUMC Research Council (RC), which reviews the report.
3. No later than 3 months after the end of the LUMC Junior Principal Investigator Program, the researcher sends a final report of the research project to DR.
4. DR forwards the final report to the LUMC RC for information.

#### **Article 8**

1. An appointment as LUMC Junior Principal Investigator is personal and non-transferable.
2. If an applicant has received funding from a different funding body for a similar project before or during the duration of the call of the junior PI program, the Junior PI grant may be withdrawn or lowered to prevent double funding.
3. The appointment as LUMC Junior Principal Investigator is for a duration of 48 months (see also Article 2.3 for the budget system).
4. The temporary appointment is made in accordance with the regulations in force at LUMC, including the CAO UMC, and falls under the responsibility of the relevant department and division.
5. Since the intention is to sustain the strategic investment in the LUMC Talent for LUMC, the department and the LUMC Junior Principal Investigator will make agreements about the expected performance and the subsequent continuation in a temporary or permanent appointment, in agreement with the applicable regulations for tenure tracks. The responsibility for this lies with the department in close consultation with the theme.
6. If an appointment as LUMC Junior Principal Investigator is terminated prematurely, the relevant department head informs DR, stating the date and reason for the premature termination. DR informs the Board of Directors about this.
7. The appointment as LUMC Junior Principal Investigator is terminated if and when the LUMC Junior Principal Investigator is no longer employed at LUMC, even if the researcher retains a zero-hour appointment at LUMC.
8. In the event of premature termination, the grant is stopped at the time of departure. The already paid grant is generally not settled or reclaimed unless circumstances warrant it.

#### **Article 9**

In all cases not provided for in these regulations, the Board of Directors will decide.

#### **Article 10**

These regulations come into effect on June 10th, 2025.