



Subside tremplin information

A plus for female researchers

Who is eligible

Advanced doctoral students and researchers at UNIGE under contract at the target dates, regardless of the source of their funding.

What is on offer

This yearly program frees up researchers so they can focus on enriching their research portfolios by writing articles, completing research projects, participating in an exchange at another institution, and/or finalizing and publishing their thesis.

While specific details vary, in general beneficiaries are freed up from teaching, management, or administrative responsibilities. Based on faculties and profiles, beneficiaries may be freed up from other responsibilities, such as clinical duties at the Faculty of Medicine.

A total budget of CHF 27,800 is available for each replacement hire.

During their release, each beneficiary is supported by a mentor professor involved in UNIGE equality programs.

This entails:

- a preparatory meeting organized by the Equality & Diversity Office (SED) with the assigned mentor where contractual requirements and needs will be clarified;
- a minimum of three meetings with the mentor that are scheduled during the period;
- a mentoring agreement signed by the beneficiary and the mentor that provides a framework for the relationship;
- participation in the online evaluation process at the end of the program.

Selection criteria:

- quality of research and teaching;
- career-boosting impact the release would have;
- commitment to an academic career;
- being at a key juncture in the professional trajectory;
- willingness to create a national and international network, for example through an academic exchange.

It should be noted that these criteria will be examined in the context of the candidate's familial circumstances.

Application file

Applications must be submitted by the deadline to the chair of the [equality committee](#) of your Faculty.

In a single PDF file, assemble:

- the completed online form;
- a cover letter (maximum two pages) explaining the goals for the release period, the timeline, and the impact on your career;
- a complete curriculum vitae including list of publications;
- two academic letters of recommendation.

Selection process

The selection process has three stages.

1. Each Faculty's equality committee meets to select eligible applications.
Each committee's selections and rankings are presented to the SED in a report. The SED assembles the submitted applications and organizes the ad hoc meeting.
2. The ad hoc inter-faculty selection committee meets to select the successful applications. This committee comprises:
 - the chairs of each UNIGE Faculty's equality committee;
 - the SED Director;
 - the *Subside tremplin* project manager from the SED.
3. The selections resulting from this committee's deliberations are submitted to the Rector for approval.

Successful *Subside tremplin* candidates are notified in writing by the SED. Unsuccessful applicants are notified by the chairs of the Faculty equality committees.

Implementation of the release / replacement

Hiring of replacements for beneficiaries is carried out by the personnel normally charged with such responsibilities at the faculties, departments, centers, or institutes concerned. Financial arrangements are overseen by the SED.