

Annex 5

Center selection procedure and statistics

Helmholtz Center:

The Helmholtz Investigator Groups were invited to submit proposals on specific topics.

No Yes

If yes, please note the focus of your Center's HIG call:

Description of the selection procedure (What are the main steps in the selection procedure? What are the main selection criteria? Who takes the final selection decision? How do you ensure quality standards in the selection?)

Selection statistics

I. Applications received

Total count:

Of which

- | | | |
|-------|-----|---------|
| Women | Men | Diverse |
|-------|-----|---------|
- A. Internal / from the Center
- German
 - Non-German
- B. External from Germany
- German
 - Non-German
- C. External from abroad → Please indicate the countries and the count per country below
- German
 - Non-German

Country	Number
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How did the candidates get to know about the HIG call?

Information source	Count
• Helmholtz website	
• Advertisement on scientific job platforms (Nature, Research Gate, Academic positions, Euraxess, Jobs Ac UK, ...)	
• Information of the Center (Center website, Center job advertisement, newsletter, information event, ...)	
• Direct contact with scientific staff or counselling staff (e.g., former member of the Center, request at the career center, ...)	
• Social media (e.g., LinkedIn, facebook, Instagram)	
• Other (please indicate below)	
• We do not know	

II. Internally declined applications

Total count:

Of which

Women

Men

Diverse

A. Internal / from the Center

- German
- Non-German

B. External from Germany

- German
- Non-German

C. External from abroad → Please indicate the countries and the count per country

below

- German
- Non-German

Country	Number
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III. Withdrawn applications

An application can be withdrawn either by a potential candidate before the internal selection or by a chosen candidate after the internal selection. In the first case, an application is considered withdrawn if a candidate has formally initiated the application process and then withdraws from it.

Total count:

Please indicate the reason(s) for the withdrawal(s) (multiple answers per candidate are possible):

Reasons given	Counts
• Another position was offered / funding received	
• Insufficient fit between candidate and research group / Center	
• Candidate expects to have too little chance in the program	
• Personal reasons (e.g., family reasons, change of location)	
• Other (please specify below)	