



Dual Career Policy



Preamble

As a particularly family-friendly institution, the University of Konstanz is also committed to supporting dual career couples. Since 2007, the university has strived to offer dual career couples a common place to live and work, to develop the potential and knowledge provided by the accompanying partners for enriching the region's labour market and to sustainably strengthen the couples' integration in the Konstanz region.

Dual career couples are both highly qualified and have a keen interest in advancing both of their careers. The first person to be hired by the University of Konstanz is considered its "first hire", while the accompanying partner still looking for employment is considered a "second hire".

The Dual Career Policy reflects the University of Konstanz's long history of advancing the careers of dual career couples. The policy contributes to increased diversity at the university and the realisation of its equal opportunity goals. These include promoting greater compatibility of family and career responsibilities, increasing the percentage of women in research as well as implementing gender-equality and family-friendliness at the university (Code of Practice on Gender Equality).

The Office for Equal Opportunity, Family Affairs and Diversity manages the Dual Career Support, which works to maintain the second hire's career and to minimise career interruptions. It focuses primarily on women's careers, especially in academic settings, and it promotes equal relationships.

1. Aims and target groups of the programme

In order to **recruit and retain** top researchers, the Dual Career Support focuses its efforts mainly on the accompanying partners of professors (including junior professors).

In addition, the Dual Career Support assists the partners of new

- female postdoctoral researchers (to advance women's careers)
- junior researchers with children (to promote greater compatibility between research and family life)
- staff in key positions of the academic support services (to support staff development)

In line with the university's diversity policy, the programme is open to all couples, explicitly including same-sex and queer couples.

As long as the first hires have worked at the University of Konstanz for less than a year and have a contract lasting at least two more years, their accompanying partners can take advantage of dual career support. In certain cases, these regulations can be applied more flexibly (e.g. when re-joining the workforce after a period of parental/care leave or long-term illness). Partners of prospective and current professors, however, may ask for support at any time.

2. Individual support provided by the Dual Career Support

The University of Konstanz's Dual Career Support provides consultation services for accompanying partners of new university staff. They receive information, advice and assistance services to facilitate their integration into the regional job market. This service is a support measure meant to expedite the partner's job search. The professional process also involves defining the specific support provided and clarifying the expectations of everyone involved. The support of the job search is on a voluntary basis and will be given process-based.

The following services are available depending on the target group and the second mover's individual needs:

- Assessment of the applicant's current state for the purpose of charting new career trajectories (e.g. paths for those re-joining the workforce or who would like to work outside academia)
- Information and advice on career options, continuing a current career or finding employment in the region (e.g. recommendations for finding jobs, identifying potential employers, finding language classes or having qualifications from abroad recognised in Germany)
- Contacts to hiring managers in relevant working areas of the University of Konstanz as well as in other businesses (if applicable)
- Support for the application process (e.g. improving self-marketing skills, preparing for job interviews)
- Individualised offers for partners at the professorial level (e.g. positions as visiting professors, researchers in residence, fellows)
- Guidance with relevant support services offered elsewhere at the university (e.g. Welcome Centre, Office for Equal Opportunity, Family Affairs and Diversity, Academic Staff Development, Research Support, Tax and Social Security Services).

3. Dual career partners in appointment and selection processes

The Konstanz area has an employment market with very limited career development opportunities for university graduates. In response, the University of Konstanz would like to provide the best possible support to dual career partners with their integration in the job market, recognising them as important potentials of valuable knowledge and experience. For this reason, the university expressly welcomes job applications from dual career partners. Dual career services are integrated into recruiting processes in the following manner:

a. Job announcements

All job announcements for positions in research and in higher levels of professional services mention dual career support.

b. Appointment processes: trial lecture followed by a discussion with the appointments committee

As part of the discussion following a trial lecture, all candidates will be informed by the chair of the appointments committee about the Dual Career Support and asked to contact the dual career advisor for further assistance.

c. Appointment processes: proactive contacting of prospective professorial appointments

As soon as the Senate and Rectorate have approved the list ranking the candidates for a professorial position, the Vice-rector for International Affairs and Equal Opportunities will contact the first placed candidate. The Vice-rector will inform him/her about the University of Konstanz's intent to appoint him/her as a professor (upon approval by the Ministry of Science, Research and the Arts Baden-Württemberg (MWK)). The Vice-rector will also recommend that he/she contacts the dual career advisor early on if the topic is relevant for his/her acceptance of the appointment. If the first placed candidate rejects the appointment, the Vice-rector for International Affairs and Equal Opportunities then contacts the next placed candidate.

d. Appointment processes: offer of a professorship

The official offer of a professorship includes a statement about dual career support that is adapted to the individual case by the Rectorate.

e. Applications by accompanying partners for job openings at the University of Konstanz

Dual career partners who apply for job openings at the University of Konstanz will be invited to a job interview as long as they fulfil the formal criteria and have the required qualifications for the position. The university's department/division with the job opening will receive written notice of the applicant's dual career status along with the request to justify cases in which such applicants were not invited to job interviews.

To promote greater compatibility between work and family life, this also applies to partners of all new hires in the university's professional services. In this case as well, the first hire must have moved to the area for the position, have started the job less than a year ago and have a contract lasting at least another two years.



f. Applications by accompanying partners for professorships at the University of Konstanz

Having dual career partners apply for professorships can help the university recruit or retain professors and other management personnel. If the first hire is a professor or member of management, then he/she can contact the dual career advisor for further information about appointment processes where dual career partners are involved. If the Dual Career Policy applies, then the dual career advisor informs the Rectorate and the chair of the appointment's committee about the application of the second hire for a professorship. The Rectorate then consults with the committee chair and the university department with the job opening about how to progress. Generally speaking, and in keeping with the university's policy of promoting dual careers, such candidates will be invited to give a trial lecture as long as they fulfil the formal criteria and are not significantly less qualified than the other candidates.

4. Procedures for allocating funds from the Dual Career Pool

(second funding line of the Excellence Strategy)

In special cases and in agreement with the dual career advisor, the Rectorate may award funding for bridge positions or continuing education offers for accompanying dual career partners. For further details, please contact our Staff Development and Dual Career Advisor, Kerstin Melzer (dcc@uni.kn).

5 . Employment of dual career partners in the same team

In order to prevent conflicts of interest and dependent relationships, dual career part-ners will generally not be hired in the same team. In such situations, the Rectorate will decide on a case-by-case basis. Under no terms should a dual career partner be subject to the other partner's managerial authority.

In 2011, the University of Konstanz's Dual Career Policy was published after being adopted by the Senate and Rectorate. In 2018, its wording was revised and its contents made more precise. The Rectorate approved the changes on 16 May 2018.

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