

Postdoctoral researchers and PhD students Charter

(these are general rules; the Board may grant temporary exceptions on an individual and strongly motivated basis, these will be clearly specified and agreed upon by all parties)

* Each applicant will submit in agreement with the relevant(s) IAP team(s) a RESEARCH PROJECT (which will be updated as science dictates), This research project becomes part of the hiring agreement.

* Contracts (or fellowships) duration will be for no less than 1 year (IAP rules) , but preferably for 2 years or more. (this includes possible co-funding from other sources)

- **Tasks outside of the direct objective of the research project** (including teaching/exercise sessions, unrelated service tasks..) **will be strictly limited** to 30% (ideally much less) of the time, and will be clearly specified (updated as needed)

* Each Postdoctoral researcher will introduce him/herself to the IAP community during one of the IAP days, and state his/her research interests

* **A "mentor" (or "reference person") from a different group** (different university, and ideally different background in physics) will be assigned by the board to each Postdoctoral researcher/PhD student. This provides both an occasion to broaden contacts in Belgian physics, and a person to turn to for independent advice. After an initial contact, they will meet as they see fit. Beyond this, the researcher/student may contact the board should any difficulty arise.

* at least 50% of the contracts or /fellowship will take place in Belgian institutions (the plural allows for co-hiring)

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