A. Introduction

The present regulations apply within the Vrije Universiteit Brussel. Postdoctoral Researchers may have a subsidy/fellowship agreement with only one university at a time. A subsidy/fellowship excludes all other service agreements with any other natural or legal persons.

B. Regulations

Section I: General terms

Article I.1
These regulations apply only in so far that they are consistent with the prevailing regulations concerning work permits, and with other particular legal, regulatory or contractual terms.

Article I.2
Post-doctoral researchers with fellowship/subsidy have no employer/employee relationship with the VUB. They are invited to carry out their own research activities at the VUB.

Article I.3
Post-doctoral researchers with fellowship/subsidy enjoy the same facilities as other externally financed researchers.

Article 1.4
§1 every person who is a member of the Independent Academic Staff (ZAP) or has an equivalent position can act as supervisor for a post-doctoral researcher with fellowship/subsidy.
§2 a supervisor belongs with the receiving research-department and
1° is responsible for acquiring the financial resources that meet the conditions mentioned in the articles III.2.1 and III.2.2.
2° vouches for the research facilities mentioned in article II.1,§1 (academic activities).
3) Presents the evaluation as mentioned in article V.1., if the occasion arises.
Section II. Academic activities

Article II.1
§1 Post-doc researchers with fellowship/subsidies are present full-time at the VUB for a predetermined period, limited to a maximum of 4 years. The receiving research-department offers them ample facilities to enable them to carry out free research, in the framework of the continuation of their own research activities. Their supervisor or a third party cannot assign them supplementary tasks.

§2 For any inventions arising from the research, the relevant decrees are applies, complemented by the internal rules and regulations.

Section III. Preconditions

Subsection III.1: conditions regarding qualifications

Article III.1.1
§1 Nobody can be selected and invited as post-doc researcher, unless he/she has obtained a PhD degree.

§2 As an exception to §1, under exceptional circumstances, after advice from the supervisor and on the basis of a sound motivation, a candidate who has shown extraordinary scientific merit or qualities, can be invited as a postdoc-researcher, without holding a degree as specified in §1.

§3 Exceptional scientific merit as under §2 implies personal distinction in the field of scientific research and scientific publications at a level that is at least equivalent to a Ph.D. thesis.

Subsection III.2 conditions regarding the fellowship/subsidy

Article III.2.1
§1 A fellowship/subsidy can be granted only from the following financial resources:
- Funds intended to finance free research, provided by, among others, the Bijzonder Onderzoeksfonds, Interuniversitiare Attractiepolen, FWO Vlaanderen, the Flemish, Federal or supranational authorities.
- Other externally acquired funds, provided that it can be proven that these funds are sufficient to ensure the researcher ample possibilities to personal initiative with regard to the continuation of his/her research and that these funds are no longer subject to contractual obligations towards an external client.

From the content of §2 it follows that a fellowship/subsidy in any case cannot be granted from:
- the regular budget provided to the university by the government
- social funds

Article III.2.2
The amount of the fellowship/subsidy granted to post-doc researchers is determined yearly by the university research council and ratified by the government of the university. Point of departure will be the relevant regulations (e.g. the minimum amount equals the net salary of a starting assistant).

Article III.2.3
§1 The fellowship/subsidy is granted to the post-doc researcher either in one single payment, or in installments as part of the payment plan as stipulated in the fellowship/subsidy agreement.

§2 The Rector and Vice-rectors can decide, after having heard the researcher in question, to suspend payment of the fellowship/subsidy or of the installments.

Article III.2.4
§1 A fellowship/subsidy cannot be granted to a post-doc researcher who, in the preceding period of three years, has been associated with the VUB
- either as a Ph.D. student with a Ph.D. scholarship
Section IV. allocation procedure

Article IV.1
§1 The candidate researcher addresses an application in writing to the Rector for a fellowship/subsidy in order to carry out given research activities. This application should include at least:
1) a description of the intended research
2) the amount of the fellowship/subsidy he/she wishes to obtain
3) the preferred supervisor at the VUB

The Rector passes this request to the proposed supervisor for advice.

§2 The supervisor, who wishes to invite the postdoc researcher with a fellowship/subsidy, delivers a motivated advice about the equivalence of the Ph.D. diploma, or in the absence of the latter, the special scientific merit or qualities of the researcher, as per article III.11§2 and §3, and submits it for ratification to the Faculty Board or Faculty Executive.

§3 After the ratification by the Faculty Board or Executive, the motivated advice described in §2 is passed to the Rector, who adds it to the fellowship/subsidy request, mentioned in §1, and submits it in its entirety to the meeting of Rector and Vice-rectors.

Article IV.2
§1 The file, on which the Rector and Vice-rectors have to decide consists of:
• The fellowship/subsidy request, referred to in article IV.1, §1.
• The motivated advice, referred to in article IV.1, §2.

§2 The Rector and Vice-rectors select the candidate and decide on the allocation of the fellowship/subsidy.

§3 Where there is a favorable decision by the Rector and Vice-rectors, this decision is included in a fellowship/subsidy agreement.

Section V: Evaluation

Article V.1
§1 The Executive Board of the university determines the evaluation procedure.

§2 An evaluation is in any case compulsory after two years and where the period of residence of the postdoctoral researcher exceeds this period. The maximum period of allocation is 2 years. If the evaluation reveals that the researcher concerned does not respect the purpose for which the fellowship/scholarship was allocated, the Rector and Vice-rectors can unilaterally terminate the agreement. This termination takes effect on the first day of the month follow in the evaluation and the decision to terminate is made known to the postdoctoral researcher.