



## Netherlands Institute of Ecology (NIOO – KNAW)

The NIOO is offering young, talented researchers, tenure-track positions. These staff members are expected to develop their own line of research within a particular field. NIOO's career policy is characterised by flexible personnel management with a focus on the individual. Academic achievements are leading for the successful tenure-track procedure. The NIOO offers the candidate excellent research facilities and ample opportunities for professional development and supplementary training and education.

### **Tenure-track position for a Behavioural or Evolutionary Ecologist (Vacancy number TT-AnE-012701)**

**The position:** The Department of Animal Ecology (AnE) of the Netherlands Institute of Ecology (NIOO-KNAW) seeks a behavioural or evolutionary ecologist for a tenure track position. The research of AnE centres around the behavioural and evolutionary ecology of animals, and combines long-term population studies of hole-breeding passerines and of water birds with work in aviary and water bird facilities and with the use of avian genomic tools. AnE has an outstanding reputation within the international scientific community and was assessed as 'excellent' in the last international peer review.

**Personal profile and requirements:** We are looking for a scientist with several years of post-doctoral experience, at least two years postdoctoral experience abroad and an excellent track record in behavioural or evolutionary ecology in terms of both publications and the acquisition of research grants. (S)he is expected to build a strong research line within the department and bring in expertise complementary to the other scientists. Furthermore, (s)he sees opportunities in AnE's unique triangle of facilities of populations in the wild, amenities for studying animals under controlled conditions, and avian genomics tools. The candidate must be capable of acquiring and supervising externally funded PhD students.

The NIOO has no obligation to teach at University level, but supervision of Master's and PhD students is expected as part of normal research activity. Scientific communication is carried out in English, so knowledge of the Dutch language is not a prerequisite for this post, but a commitment to learning the language is expected in longer-term staff.

**Appointment:** The appointment is in principle for a tenure track position: the appointed scientist will be appointed on a temporary basis for a maximum of 6 years. After 3 and 5 years of employment there will be an assessment of performance based on established criteria (for criteria, see <http://www.nioo.knaw.nl/en/node/2034>). Based on these assessments the researcher may be promoted to the rank of senior researcher with tenure.

**Salary:** The salary will dependent on qualifications and work experience.

**Location:** Wageningen.

**Information:** More information can be found on the NIOO website ([www.nioo.knaw.nl](http://www.nioo.knaw.nl)) and from Prof. Marcel E. Visser ([m.visser@nioo.knaw.nl](mailto:m.visser@nioo.knaw.nl) or +31-317-473439), head of department Animal Ecology. General information on the NIOO can be found at the internet at <http://www.nioo.knaw.nl>.

**Applications:** Please send your application including complete curriculum vitae and three referees to [vacature@nioo.knaw.nl](mailto:vacature@nioo.knaw.nl). The closing date for application is 22 February 2012, the interviews will take place on 27 and 28 March.