

Henriette Herz Scouting Programme

Programme Information

Programme objective

By introducing the Henriette Herz Scouting Programme, financed by the Federal Ministry of Education and Research (BMBF), the Alexander von Humboldt Foundation has opened up **a new way of accessing the Humboldt Research Fellowship**. This new, active scouting procedure enables successful academics in Germany to directly approach highly sought-after candidates from abroad who have so far *not* applied to the Foundation and invite them to conduct joint research at their institutions. The programme thus recruits new collaborative partners for Germany in terms of both subject and region. It also seeks to increase the percentage of women sponsored under the Humboldt Research Fellowship Programme.

In order to recruit these scientific talents, who must have completed their doctorates within the last 12 years, for a research stay in Germany, the Humboldt Foundation wants to utilise the knowledge, international connections and commitment of selected researchers in Germany: every year, the Humboldt Foundation will select up to 40 scouts in a competitive peer-review process, who will then themselves identify junior researchers abroad and recommend them to the Foundation. In this way, up to 100 additional Humboldt Research Fellowships will be granted annually. The academic quality of the junior researchers selected by the scouts must be commensurate with the quality of researchers in the Humboldt Research Fellowship Programme.

Procedure

There is a three-step procedure for granting the additional Humboldt Research Fellowships:

1. **Selection of scouts** by a selection committee in a peer-review process;
2. **Award of up to three Humboldt Research Fellowships to excellent junior researchers from abroad on the recommendation of the scouts**, whereby the first fellowship should be granted to a female researcher;
3. **Ex-post evaluation of the sponsored research fellows** 12 months after completing the respective fellowship.

The ex-post evaluation of research fellows at the end of sponsorship is, moreover, the basis for re-applying to become a scout once again. Both the research fellows and the scouts are expected to take part in the ex-post evaluation. Thus, scouts can only submit a new application for permission to recommend additional fellows 12 months at the earliest after the ex-post evaluation of the last fellowship recipient has been completed. In the interim, they will drop out of the procedure until the selection committee has made a new decision.

The Alexander von Humboldt Foundation aims to recruit as many new scouts for the programme as possible. Up to 50 percent of the new permissions to recommend a research fellow can be granted to previously active scouts.

Specifications

Scouts can identify up to three potential research fellows abroad and recommend them for a Humboldt Research Fellowship. If the results of the formal review are positive, the fellowship will be granted by the Foundation's head office directly. This will enable scouts to confirm quickly and definitively and recruit the foreign researchers for the Humboldt Network and for research in Germany. Research fellows will be sponsored through the Humboldt Research Fellowship Programme (see also [Guidelines on the Recommendation Procedure](#)).

Just like all other hosts, scouts become members of the Alexander von Humboldt Foundation's network. During their activity as scouts, they are eligible to receive sponsorship for travel to the institutes of potential candidates and will be invited to attend the Foundation's Annual Meeting in Berlin together with their Humboldtians. In the context of alumni sponsorship, the Alexander von Humboldt Foundation can support scouts' visits to the institutes of alumni abroad by covering travel expenses. These visits should be used to continue scientific contacts and for lectures.

Target group

The Henriette Herz Scouting Programme addresses researchers at different career stages from all disciplines in Germany. The following programme lines are available:

- **Up-and-coming researchers** at an early career stage (up to 15 years after completing their doctorates) who have only recently been appointed to a (junior) professorship or head of their own working group, are internationally very well connected, have shown particular commitment to promoting junior researchers and wish to specifically complement their team with highly-qualified foreign junior researchers;
- **Established researchers:** internationally recognised researchers who have an extensive network which will enable them to identify outstanding candidates abroad and who already have considerable experience in supervising international junior researchers.

Applications from individuals who have not previously acted as hosts for the Humboldt Foundation are especially welcome.

Requirements for applying to become a scout:

- Professorship or comparable executive position in Germany.

Selection criteria

- **Recognized scientific successes** within the international research landscape in line with the respective career status (e.g. documented by first awards, outstanding publications, particularly innovative research, approved research projects);
- Successful and outstandingly dedicated **supervision** of (international) junior researchers (promoting careers of PhD students and postdocs etc.);
- **International connections:** extensive international collaborative network with the potential to recruit international research talents;
- Convincing **concept** for target group-specific identification, realistic selection and success-oriented supervision of international junior researchers.

Application procedure

Applications may be submitted to the Foundation online at any time. Further information on online applications, on all the necessary documents as well as access to the online application can be found on the [Alexander von Humboldt Foundation's website](#). It is the responsibility of the applicant to ensure that the application package is complete and accurate.

Applicants are asked to submit the following documents together with the online application:

- **A list of three selected key publications** which substantiate particularly innovative and excellent research;
- **A concept for target group-specific identification, realistic selection and success-oriented supervision of international junior researchers** (approx. 1-2 pages);
- **Two references:** one from an international collaborative partner and one from a formerly supervised junior researcher;
- **Curriculum vitae** (two pages max.).

Selection procedure

Once the application package has been formally checked by head office, it will usually be forwarded to two independent peer reviewers who will provide written reviews. An independent selection committee, convened by the Alexander von Humboldt Foundation and composed of researchers from all disciplines, then selects the best applications in the respective round based on the peer reviews and in accordance with the financial means at its disposal. The two programme lines will be discussed, and decisions made, in two separate groups. The selection committee will meet twice every year, at the end of May and the end of November.

Attachments

Details and terms of the [recommendation procedure](#) and the [ex-post evaluation](#) can be found in the relevant guidelines. Information on the terms of sponsorship for research fellows are included in the [Guidelines and Information for Research Fellows](#). The Humboldt Foundation assumes that the [Rules of Good Scientific Practice](#) and the legally binding principles of scientific ethics will be respected.

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