

Benefits of the Anne Beffort Excellence programme

Anne Beffort Excellence Programme

professorial
positions to
improve gender
equality at the
University of
Luxembourg



Anne Beffort Professorships and career development at the University of Luxembourg

The Anne Beffort Excellence programme at the University of Luxembourg offers **professorial positions at two entry ranks**, each with a clearly defined pathway for career progression:

1. Assistant Professor (Tenure-Track)

- Assistant Professors are promising early-career academics actively building their research profile, developing their teaching experience and contributing to collaborative and international research.
- Appointment at this level is made under the tenure-track scheme.
- After five years, the professor is eligible for tenure and promotion to the rank of Associate Professor, subject to a positive evaluation.
- Further promotion to Full Professor is possible through the University's Competitive Promotion procedure.

2. Associate Professor (Promotion-Track)

- Associate Professors are established scholars with an international reputation, who lead research teams and academic programmes and contribute to the University's strategic development.
- Appointment at this level is tenured from the start.
- After five years, the professor is eligible for promotion to Full Professor, subject to a positive evaluation.

Professors appointed under either the tenure-track or promotion-track schemes undergo a structured performance evaluation for advancement to the next rank. The process includes:

- A clearly defined set of expectations, documented in an agreed-upon evaluation criteria document at the start of the appointment.
- The evaluation spans across the following four assessment areas:
 1. Research and scholarship
 2. Teaching
 3. Knowledge and technology transfer
 4. Administration and management
- The evaluation follows the legal framework outlined in the University law and the Internal Regulations:
 - The evaluation process must be completed no later than 48 months after appointment.
 - In case of a favourable outcome, promotion takes effect 60 months after the initial appointment.

The Competitive Promotion scheme is a university-wide, multi-step peer-review process involving both internal and external evaluation elements. Applicants are evaluated in the same 4 assessment areas as the tenure and promotion track candidates (research and scholarship, teaching, knowledge and technology transfer, and administration and management).

5 years 250k € start-up package

The University of Luxembourg offers a substantial **five-year** start-up package of **€250,000** to **Anne Beffort Excellence Professors** to support the establishment of their research group at the University.

The requested costs must be essential for the successful implementation of research activities at the University. The start-up package is structured as a multi-annual budget, to be used within a maximum period of five years from the start date of the Professor's contract. The Anne Beffort Professor will be asked to submit a detailed budget plan for approval.

The table below provides an overview of eligible costs (non-exhaustive list):

Costs	Applicability
Personnel costs	Doctoral and post-doctoral fellows, trainees, or technical staff
Third party collaborator & experts	Invited speakers, experts, and operational support
Equipment	Equipment costs, IT & databases, platform or licenses
Travel and stay costs	Costs for travel and accommodations according to UL financial guidelines
Operating costs	Consumables, supplies and operational expenses
Subcontracting costs	If no UL component can perform the activity
Other costs	Open access publications, conference registrations, patents filling costs, journal or database subscriptions, books, conference organization (catering, logistics, advertising)

Enhanced Relocation Package

Moving to another country with different customs and rules can be challenging. To facilitate the relocation of a home or family to Luxembourg, the University of Luxembourg offers Anne Beffort Professors an attractive relocation package, intended to be a contribution to the cost incurred in moving and not a commitment to meet the full costs, consists of:

1. **A lump sum** of 20k € gross to cover other expenses in relation to the transfer of residence. The allocated amount can be used “à la carte” according to the employee’s needs and is intended to cover the following expenses:
 - travel expenses to Luxembourg or the Greater Region
 - fees of a relocation agency for house hunting
 - furniture and elements of installation
 - electric appliances (e.g. dishwasher, washing machine, dryer) and adaptors for foreign electrical equipment
 - any other expenses in relation to the relocation to Luxembourg or the Greater Region not stated above (i.e. storage of furniture, temporary accommodation, immigration, school & crèche search, administrative procedures, settling-in support, orientation & guided tour).

The **lump sum** will be paid via the payroll in a single installment, not later than 12 months after the start of the employment and upon provision of a certificate of residence in Luxembourg or the Greater Region. It is understood as a gross amount, subject to Luxembourg taxes and social contributions in force at the moment of payment. Staff resigning from the University within the first 24 months of their employment may be requested to repay an amount calculated on a pro-rata basis, according to each full calendar month of service completed.

This relocation package cannot be cumulated with any other relocation aid.

2. **The transport & removal of personal belongings** to Luxembourg or the Greater Region will be reimbursed via payroll. The reimbursed amount is a benefit in kind, subject to Luxembourg taxes and social contributions in force at the moment of payment.
Prior to generating the expense, it is mandatory to request approval from HR based on 2 quotes from different removal companies.
3. **Support in the academic onboarding** can be provided from an academic mentor through the University’s ADVANCE mentoring programme.
4. **Connections** to women's associations in Luxembourg (e.g. women in business) can be established.
5. **Spousal’s/partner’s job search** can be supported by the University through its partnership with the International Dual Career Network ([IDCN](#)).

Peer exchange forum

Peer exchange and academic dialogue are cornerstones of a vibrant and inclusive university culture. They foster critical reflection, collegial learning and the exchange of ideas across disciplines, career stages and institutional roles. Such engagement not only supports individual growth but also strengthens collective excellence, collaboration and innovation.

In this spirit, the Anne Beffort Excellence Programme offers a dedicated peer exchange forum, supported by a group of **Anne Beffort Ambassadors**. These are outstanding female professors from the University of Luxembourg, serving as visible role models and resource people within the programme.

For prospective and newly appointed Anne Beffort Professors, the ambassadors can act as points of contact for informal exchange on academic life at the University. They help build a strong, visible community of women professors and promote cross-disciplinary dialogue within the programme. They may also take part in broader academic discussions and initiatives that support the visibility and integration of Anne Beffort Professors within the University's academic community.

In addition, Anne Beffort Professors are invited to join the [**ADVANCE Mentoring Programme**](#), a structured, inclusive mentoring initiative designed to foster a supportive research culture and promote career development at all career stages, with a particular focus on gender equality. Organized by the Gender Equality Office of the University of Luxembourg and national partner institutes (LISER, LIH), It offers three tailored strands:

- *ADVANCE Faculty* – for assistant and associate professors
- *ADVANCE Fellows* – for postdocs and senior PhD candidates
- *ADVANCE Circles* – for doctoral researchers in peer-mentoring groups

The [*ADVANCE Faculty*](#) strand is specifically designed for Assistant and Associate Professors. It combines one-on-one mentoring with experienced external mentors, leadership training and structured reflection on career progression. Participants meet regularly with their mentors throughout the academic year and are encouraged to develop personal career development plans. The programme also fosters cross-institutional exchange and supports a more inclusive academic culture.