



Career Development Program in Medicine: «Filling the Gap», Grant period 2026-2027

Call for proposals 2025

I. Eligibility criteria

- a. Eligible applicants should **be employed** as clinically active physicians, dentists, or chiropractors at
 1. one of the University's hospitals: University Hospital Zurich, Children's Hospital Zurich, Psychiatric University Hospital Zurich, Balgrist University Hospital
 2. one of the affiliated academic hospitals of the University of Zurich: Kantonsspital Baden, Kantonsspital St. Gallen, Stadtspital Waid und Triemli, Kantonsspital Winterthur
 3. the Center of Dental Medicine
 4. a clinic or institute with clinical activity at the University of Zurich
- b. Applicants must hold a medical doctoral degree (M.D. / "Dissertation" and / or PhD).
- c. At the time of application, eligible applicants are employed as clinicians (minimum of 50% of their total workload).
- d. Applicants should remain clinically active throughout the whole funding period (at least 20% absolute).
- e. If applicants at the time of application already have protected research time provided by another program or the host institution, the maximum amount of Protected Research Time that will be considered by Filling the Gap is such that the applicant will not have more than a total of 50% Protected Research Time during the grant period. In this case, detailed documentation through applicant and institution is necessary.
- f. Applications must be written in English.

II. Evaluation criteria

The evaluation of the applicant is based on their academic potential:

- a. **Applicant's qualifications:** Education, clinical and scientific competence, research experience, experience with project management.
- b. **Quality of the proposed project:** Scientific significance and topicality, originality of the research question, suitability of the methodological approach, work schedule and feasibility, consideration of gender aspects/relevance.
- c. **Suitability of the applicant** for this particular career development program: Promotion of equal opportunities, family aspects, relevance of the program for the applicant's scientific career, applicant's scientific environment and potential.



III. Review process

The review process consists of a two-step procedure:

1. The application will be reviewed by external experts as well as by the evaluation committee of Filling the Gap.
2. Eligible candidates will be invited for an interview, during which they present their project to members of the evaluation committee and answer their questions.

On behalf of the Faculty Council the committee then decides which applicants will be supported.

IV. Duration and funding

- a. **Start:** Between January 1st and July 1st, 2026. **End:** December 31st, 2027 (independent of start date).
- b. Financial support will be granted to cover 20 - 50% of the applicant's salary for the entire duration of the program, depending on the desired amount of protected research time (amount in accordance with current UZH rates for doctoral fellows, early or advanced postdocs). Expenses for research material or equipment will not be supported.
- c. During the grant period the applicant will be invited to an interview by the program coordinator for evaluation of the applicant's progress. A final report has to be submitted at the end of the program period with a special emphasis on the goals achieved during the grant period.
- d. On behalf of the Faculty of Medicine UZH, the University of Bern conducts a panel study to better understand the career paths of researchers in academic medicine and to evaluate the Filling the Gap program. Therefore, the applicants will be invited to surveys during and after their funding period.
- e. Successful applicants will have the opportunity to extend their program period for another 6 to 12 months by the end of 2026 upon approval of the evaluation committee of Filling the Gap.

V. Application

1. Motivation letter (*maximum 4500 characters*)

Please, let the committee know about your motivation to apply for Filling the Gap: Explain why Filling the Gap will support you in your current situation and why you consider this program crucial for your next career step. Please, be aware that care or other obligations are part of the evaluation criterions, and we kindly ask you to sufficiently explain your situation.



2. Research Project:

a. Abstract (*maximum 4500 characters*):

1. Background
2. Hypothesis
3. Methods
4. Results
5. Conclusion and Significance

b. Detailed description (*maximum 22'500 characters*):

1. Current state of research in the field
2. Current state of own research
3. Hypotheses
4. Aims
5. Methods
6. Timeline and specific goals for each phase
7. Rationale and importance of proposed research/results
8. Bibliography (not included in the character limit)

c. Own contribution to project (*maximum 4500 characters*):

If your research project is part of a larger project, please indicate exactly your own contribution to the idea and the realization of your research project.

d. Consideration of gender aspects/relevance (*maximum 4500 characters*):

If the project is gender-relevant, please assess whether, and to what extent, the gender dimension is taken into account in the analysis. For example, is the gender of animal models, test subjects or patients taken into account?

3. Career development

a. Overview (*maximum 4500 characters*)

b. Career development plan for grant period (*maximum 4500 characters*)

Please prepare a career development plan for the requested grant period together with your department chair. It may also consider and specify any family or social responsibilities including care responsibilities:

1. Research
2. Rationale for proposed time for research and clinical duties (while considering any other responsibilities like family and other social or care responsibilities)
3. Available research infrastructure within the department
4. Intended next steps/goals



4. Mentoring

You have the possibility to nominate a potential mentor for the grant period. Please note: **There shall not be any kind of dependency between a mentee and a mentor** (chairman, research project director, etc.). Applicants working at an affiliated academic hospital must have a mentor from a Zurich University's hospital.

Please define, what you expect from your mentor (*maximum 2500 characters*).

5. External Review

Please provide three potential external reviewers for your research project. The topic of the project should fall in the external reviewer's area of expertise/specialization and the external reviewer must have an academic appointment of affiliation.

Please Note: **There shall not be any (potential) conflicts of interests** (past/current cooperation, dependency, personal relationship, joint publication(s) within the last 5 years etc.). **Therefore, reviews have to be carried out by people outside of the Zurich University's hospitals, affiliated academic hospitals, the Center of Dental Medicine or other clinics and institutes of the University of Zurich.**

6. Documents

- a. CV in English: 2 pages maximum, no picture, start with the most recent position. Indicate any relevant career breaks (maternal or paternal leave, military service, unconventional career paths, etc.).
- b. List of publications: Original papers with peer review, first-authorship, co-authorship. If you don't have any publications, please upload a single page with the note "I do not have any publications at this point"
- c. Copies of relevant diplomas, compiled as one PDF file: Dissertation / PhD, board certification etc.
- d. Signatures from Applicant and Department chair (Not to be procured in advance. See application tool for more information about the automated procedure).

VI. Submission Deadline

Deadline: **March 31st 2025, 23:59 Swiss local time.**

Contact information

Hanna Janssen

University of Zurich

Faculty of Medicine, Dean's Office

E-Mail: fillingthegap@dekmed.uzh.ch, Phone: +41 44 634 48 42