

## Annex 9

### Selection of unbiased reviewers

**Impartiality issues and conflicts of interest may exist in relation to the research project, the candidate, or the current and future research institutes the candidate is associated with.**

**Impartiality issues/conflicts of interest may for example arise if the reviewer:**

- a. is employed by or plays an active role at a Helmholtz Center
  - b. has a family relationship or close personal ties or contacts with a researcher involved in the application.
  - c. is in close current or planned scientific cooperation with a researcher involved in the application.
  - d. has been in a dependent employment or supervisory relationship (such as a teacher-student relationship at any level up to and including the postdoc phase) with a researcher involved in the application within the last six years.
  - e. is preparing a proposal or carrying out a project closely related to the candidate's research topic (direct scientific competition).
  - f. has had a joint publication or been actively engaged in cooperative research efforts with a researcher involved in the application within the last five years.
  - g. has engaged in intensive use of the research center's facilities within the last five years.
  - h. is currently or has been in an employment relationship within the last five years with the respective Helmholtz Center or the current employer.
  - i. is or has been involved in an ongoing or failed appointment procedure with any of the university partners involved.
  - j. has personal commercial interests of relevance to the application.
- **Please name six potential reviewers and make sure that at least two of them are female scientists. Please refrain from nominating only the most prominent scientists in your field of research, as it may be difficult to get an assessment.**
  - **Please attach the proposals to the application on a separate sheet with complete contact and address data (including e-mail addresses). Please disclose possible points of contact with the reviewers and sign to confirm that no potential bias is known.**

**If the bias criteria are not observed, we reserve the right to reject applications before any review has taken place.**