

## Average Costs for Scientific Personnel

The salary costs are based on the standard tariff classification which must be determined according to the project requirements and the qualification of the co-workers envisaged.

As a rule, the Volkswagen Foundation funds positions for scientific co-workers in projects granted. For Ph.D. students a salary according to a 65 % position is regarded as the minimum. Scholarships are feasible for short research stays and/or in the framework of funding initiatives of the societal transformations team. Scholarships granted in the framework of the Foundation's international funding initiatives are to be awarded in the accordance with the rules in place at the grant recipient.

The following average rates can be consulted as guidance with institutions located in Germany. Social benefits are already included.

Category of Personnel	Salary Group	Euros/Year
Group Leader, Employee with Postdoctoral Degree ( <i>Habilitation</i> ), Fellowship-Salary for Postdocs in Particular Initiatives	TVL E 14 (or TVöD E 14, respectively)	90,000
Postdoctoral Researcher	TVL (TVöD) E 13	84,000
Ph.D. Student	65 % TVL (TVöD) E 13 <i>higher percentage rates with respect to certain subject fields accordingly, e. g.</i>	49,400
	75 % TVL (TVöD) E 13	57,000
	100 % TVL (TVöD) E 13	76,000
Research Assistant (with University degree)	according to University rates; with 19 hours weekly	approx. 28,000
Student Assistant	according to University rates; with 10 hours weekly	approx. 12,000

In cooperation projects with institutions abroad the local salary scheme applies, unless the respective funding initiative has a differing regulation.

## Average Costs for Further Personnel

The salary costs are based on the standard tariff classification, which must be determined according to the project requirements and the qualification of the co-workers envisaged. Please check whether the project goal is achievable with part-time employment and use the respective pro rata sum, if applicable.

The following average rates can be consulted as guidance with institutions located in Germany. Social benefits are already included.

Category of Personnel	Salary Group	Euros/Year
Co-worker with Degree from a University of Applied Science (e. g. Polytechnic, College of Higher Education) or University Bachelor without Qualification for PhD Programs	TVL E 9 up to E 12 (or TVöD E 9 up to E 12), depending on qualification	61,500 maximum
Non-scientific Co-worker with Technical or Administrative Domains, Laboratory Assistant, Workshop Staff	TVL (TVöD) E 2 up to E 9, depending on qualification	54,300 maximum

In cooperation projects with institutions abroad the local salary scheme applies, unless the funding initiative has differing regulations.