

The Vetmeduni teaches, undertakes research and offers services designed to guarantee the health of animals in Austria. We view our work as our contribution to ensuring human health and the health of our animal companions as well as to the production of healthy food.

Our **Messerli Research Institute for Human-Animal Interaction, at Department for Interdisciplinary Life Sciences**, is looking for a

Scientific Staff Member (f/m/d) in the field of 3R

Grade:	B1 Post-Doc
Level of employment:	20 hours/week
Duration of contract:	2 years, from September 2026
Deadline for applications:	15th July 2026
Reference number:	2026/0099

The position is part of the project “UNI3R – A University Strategy Model for the Implementation of the 3Rs”, which is being carried out jointly by the University of Veterinary Medicine Vienna and the Faculty of Veterinary Medicine at Ludwig-Maximilians-Universität Munich, and will be funded by the Forster-Steinberg Foundation – a charitable foundation under the Austrian Federal Foundations and Funds Act 2015.

The project aims at the systematic and institutional embedding of the 3R principles (Replacement, Reduction, Refinement) in teaching, scientific culture and decision-making processes, as well as the establishment of a university-wide Culture of Care.

The successful candidate will take on a central role in the coordination and implementation of these measures.

The main responsibilities and tasks include

- Research and publication activities with a particular focus on the implementation of the 3Rs
- Coordination and implementation of a strategic 3R management system, with a primary focus on teaching and training
- Systematic analysis and further development of curricula regarding the integration of the 3R principles and alternative methods
- Identification, evaluation and documentation of animal-free or animal-reducing teaching methods
- Advisory support for lecturers and academic staff in implementing 3R-based teaching approaches and alternative methods
- Development and organisation of training courses, workshops and exchange formats to promote the implementation of the 3Rs

- Promotion and institutional embedding of a Culture of Care through communication formats, awareness activities and collaborative initiatives
- Participation in relevant committees (e.g. ethics committees, curriculum committees, working groups) to support the structural integration of the 3Rs
- Scientific documentation and evaluation of implementation measures within the project
- Development and maintenance of national and international collaborations in the field of the 3Rs
- Dissemination of project outcomes through scientific publications, conference presentations and outreach activities

Necessary education, knowledge and qualifications

- Completed doctoral degree/PhD
- Demonstrated scientific expertise in the field of 3R principles
- Experience in academic teaching or curriculum development
- Experience in the coordination or implementation of research or innovation projects
- Very good English language skills (written and spoken, C1)

Desirable qualifications, abilities and skills

- Experience with 3R implementation, animal-free teaching methods or alternatives to animal experiments
- Experience with evaluation methods, monitoring or quality management in higher education
- Experience in science communication, stakeholder engagement or knowledge transfer
- Experience working in interdisciplinary or international collaborations
- Strong interest in institutional change, research ethics and sustainable implementation of innovation in science
- Excellent organisational and communication skills
- Ability to work independently, strategically and collaboratively in an interdisciplinary environment

What we offer

- Top university: the Vetmeduni is one of the leading academic institutions in Europe to offer education in and undertake research on veterinary medicine
- Stable employer
- Attractive campus
- Opportunities for further training, both personal and in connection with your career
- Preventive and medical health care
- Diversity- and family-friendly culture
- Childcare facilities, both in term time and during holidays
- Many attractive fringe benefits
- Staff events

Minimum salary

The minimum salaries at universities are governed by a collective bargaining agreement. At the level given above, the minimum salary amounts to EUR 5,014.30 gross per month based on full-time employment (40 hours/week).

Applications

Please submit your application in English, quoting **reference number 2026/0099**, by e-mail to bewerbungen@vetmeduni.ac.at. Please do not forget to include the reference number, or we shall not be able to assign your application to the correct position.

Application documents in English must include:

1. Letter of motivation relating to the research project (2-3 pages)
If you are interested in the position, we would be happy to send you the project plan.
Please contact eva.schwarzinger@vetmeduni.ac.at in this regard.
2. Curriculum vitae (max. 2 pages)
3. Names and contact information of two references

In accordance with § 41 of the 2002 Universities Act, the Vetmeduni is striving to increase the proportion of female staff members, particularly in leadership positions, and to achieve a balanced ratio of men and women on its staff, especially the scientific staff, and would thus welcome applications from qualified females. If women are underrepresented (below 50%), female candidates who are as well qualified as the most appropriate male candidates will be given preference, provided that there is no reason to prefer a particular males candidate.

There is no cost for applying for the position. However, candidates have no rights to reimbursement of any travel and accommodation costs that may arise in connection with their applications.

The Vetmeduni is proud to hold the certificate "hochschuleundfamilie" (university and family) and thus welcomes applications from people with families. We also welcome applications from persons with disabilities. If you have any questions regarding this, please feel free to contact our disability liaison officer by email at bvp@vetmeduni.ac.at.

Further information

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<http://www.vetmeduni.ac.at/en/messerli>