



## **Recruitment of a Professor / Assistant and Associate Professor at the University of Turku**

### **Qualification Requirements**

A person selected for the post of a Professor / Assistant and Associate Professor must possess a doctoral degree, high level scientific proficiency, experience in the management of scientific research, evidence of international cooperation in his/her field of study, the ability to provide high-quality research-based teaching, and to supervise dissertations. When assessing an applicant's merits, scientific publications and other research outcomes of scientific value, teaching experience and pedagogical training, ability to produce study materials, other teaching merits and a teaching demonstration as well as participation in doctoral education will be taken into account. The selection process also considers the applicant's experiences in collaborative and team work, academic leadership and coordination skills, and success in getting external research funding.

A prerequisite for the post of assistant/ associate professor is leadership experience, or a willingness to participate in leadership training commensurate with the post.

Foreigners and non-native Finnish citizens, can be appointed to the position without demonstrating mastery of the Finnish or Swedish language required by the Government Decree.

### **Applying**

Applications are submitted through the eRekry online application system. The link to the eRekry online application system is at the beginning of the Call for Applications.

Applications must include:

- 1) A curriculum vitae (Please clearly report possible career breaks (e.g. family leave) in the CV.)
- 2) An academic portfolio in accordance with the university practice  
<https://www.utu.fi/en/university/come-work-with-us/academic-portfolio>
- 3) A list of the applicant's scientific publications

The applicant is asked to classify the scientific publications according to the following groups:

- Articles in international peer-reviewed journals
- Articles in peer-reviewed international conference proceedings and compilation works
- Monographs

**The applicant is asked to clearly mark the publications that are related to the scientific area of the position.**



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In addition, the following can be listed as a separate group:

- Other scientific publications, such as national peer-reviewed articles, articles in non-peer-reviewed scientific journals and conference proceedings, as well as publications in university and department series
  - Other publications (text books, articles for the general public etc.), patents, software, talks, guest lectures, radio and TV programmes etc.
- 4) A separate list of those publications and other works (numbered and no more than 10 altogether) which the applicant wishes to use to demonstrate his/her qualifications and merits for the post. These publications are asked to be attached to the application.
  - 5) An account of the applicant's role and its significance in mentioned co-authored publications
  - 6) A research plan
  - 7) A written statement of not more than two typed pages, setting out the applicant's vision for the future development of research, teaching, networks and infrastructures in the discipline.

All documents must be in English. Only one enclosure can be added in each enclosure segment in the eRekry online application system. The file formats to be used can be found in the info file of each enclosure. Regarding the publications, it should be noted that the system only allows compressed file format (.zip). The .zip-folder may include multiple documents.

Applicants should state how they can be contacted during the selection process for the appointment, and give the e-mail address and the address to which written communications should be sent.

## Recruitment Process

The preparatory group appointed by the Dean takes care of practical arrangements related to the selection process. External experts can be involved in the recruitment.

A video recruitment tool can be used during the recruitment process.

The preparatory group obtains expert statements on the scholarly merit of the top applicants chosen through the pre-selection process. Statements concerning the qualifications and merits of persons applying for the post are requested from a minimum of two external experts.

The best candidates are requested to give a trial lecture to which members of the public are also admitted. The teaching demonstration will be evaluated. The best ranked applicants are also interviewed.

The preparatory group makes a justified proposal on which applicant it considers suitable for appointment to the post and whether the post should be filled as a Professor or an Associate or Assistant Professor.



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The Faculty Council will make a reasoned proposal for the appointment to the post, which is made by the Rector. If necessary, the Rector can ask for further clarifications for the appointment from the Faculty. An employment contract will be entered into with the recruited employee. The applicants will be informed about who has been selected for the post of professor / assistant or associate professor.

University of Turku reserves the right, for a justified reason, to leave the post unfilled, to recruit more than one applicant, extend the application period and take into consideration applicants who have not applied by the closing date.

### **Enquiries**

Enquiries concerning the appointment procedure may be directed to Faculty Services Manager Merja Fehlig (Faculty of Science and Engineering, University of Turku, Turku, Finland, email: [merja.fehlig@utu.fi](mailto:merja.fehlig@utu.fi)).

### **The following Finnish legislation applies to the procedures of this appointment:**

The Constitution of Finland (731/1999)  
Universities Act (558/2009)  
Government Decree on Universities (770/2009)  
Act on the Implementation of the Universities Act (557/2009)  
Administrative Procedure Act (434/2003)  
University of Turku Rules of Procedure