



## Qualification requirements, duties and process

The applicants may be appointed to a fixed-term associate or assistant professorship (tenure track) or to a permanent professor position (Full Professor) depending on their previous academic merits.

- For the position of Assistant Professor, we seek proactive researchers and teachers beyond their post doc phase yet still at their early academic career, and who already have a proven track record of scientific research.
- For the position of Associate Professor, we emphasize an international track record of scientific research, teaching experience and societal influence. In addition to these, we value a track record of acquiring external research funding and business collaboration.
- For the position of Full Professor we are looking for experienced and internationally distinguished experts who already have excellent publication production and success in obtaining external funding.

## Qualification requirements

**A person selected for the post of professor** must possess a doctoral degree, high-level of academic competence, experience in management of scientific research, evidence of international co-operation in their field of study, and the ability to provide high-quality teaching based on research and to supervise theses and dissertations. When assessing the merits of an applicant, scientific publications and other research outcomes with academic value, teaching experience and teacher training, ability to produce study materials, other teaching merits and a teaching demonstration as well as participation in doctoral training will be taken into account.

**A person selected for the post of assistant or associate professor** must possess an appropriate doctoral degree, ability to conduct independent scientific work and experience in management of scientific research. In addition, the person must have evidence of international co-operation in their field of study, and the ability to provide high-quality teaching based on research and to supervise theses and dissertations. When assessing the merits of the applicants, special emphasis will be put on academic potential and quality. Closer instructions on assessment criteria are given in the [Rector's decision on the Tenure Track career path system](#), University of Turku.

In addition, the professor, assistant and associate professor applicant's activity in the operations of the scholarly community, success in obtaining external research funding, academic work abroad and international duties will also be taken into account.

## Duties

The duties of the professor, associate and assistant professor include conducting and supervising scientific research, teaching – including supervising Master and PhD students, staying up-to-date with the most current scientific developments in the field, and participating in societal interaction and international cooperation in the field. The professors, associate and assistant professors are expected to co-operate with other research groups, to form and lead his or her own research group and to obtain external research funding both domestically and internationally. In addition, the professors, associate and assistant



professors will be actively involved in undergraduate and postgraduate education and their development and perform assigned administrative duties.

### **Process**

The preparatory group appointed by the Dean takes care of practical arrangements related to the selection 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 public scientific presentation and a teaching demonstration, the teaching demonstration will be evaluated. The best ranked applicants are also interviewed.