



24 March 2023

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

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 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. In addition, the applicant's activity in the operations of the scholarly community, practical expertise in the field in question, if needed, success in obtaining external research funding, academic work abroad and international duties will also 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.

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
- 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 publications (all publications) The publications should be classified to the following categories:
 - a) articles in refereed scientific journals



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- b) articles in refereed scientific edited volumes and conference proceedings
- c) monographs
- d) other scientific publications
- e) textbooks and other research-related books
- f) articles as well as radio and television programmes, which popularise science), patents, computer programmes, software

4) Those publications and other works (numbered and no more than 10 altogether) which the candidate wishes to use to demonstrate his qualifications and merits for the post

5) A list of the publications mentioned in the item 4.

6) A clarification of the candidate's role and contribution in co-authored publications shortlisted

7) A personal motivation letter: a written statement/plan setting out the applicant's vision for the future development of research field's, research, teaching, and societal interaction (max. 2 pages).

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.

The Council of the Faculty 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



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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 Head of Faculty Administration Merja Fehlig (Faculty of Science, University of Turku, Turku, Finland, email: 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