



## APPOINTMENT SPECIFICATION

### PROFESSOR OF EARLY CHILDHOOD EDUCATION

#### Vacant position and its location

Applications are hereby invited for the post of Professor of Early Childhood Education at the Faculty of Education. The post is positioned at the Department of Teacher Education in Rauma and may include duties in Turku. The post is permanent and it is subject to a six month trial period.

The Department of Teacher Education provides internationally recognized critical research which creates the basis for teaching of different subjects at the Department. In its strategy, the University of Turku has profiled six thematic areas of which Children, young people and learning, Cultural memory and social change and Future technologies and digital society are the most significant for the position. The Department of Teacher Education is administrating the Centre for Research on Learning and Instruction (CERLI). The task of the professor is to strengthen the department's and CERLI's profile and effectivity.

More information about the department and about the research centre can be found at

<https://www.utu.fi/en/university/faculty-of-education/department-of-teacher-education>

<https://www.utu.fi/en/university/faculty-of-education/department-of-teacher-education/CERLI>

The Professor conducts and supervises scientific research, gives research-based education, follows developments in science and arts, and participates in societal interaction and international cooperation in their field.

The Professor of Early Childhood Education is responsible for high-level research in the field of early childhood education and development of the research-based teacher education. The Professor will actively apply for research funding and lead research projects. The duties include responsibility for the versatile development of the early childhood education curricula and learning environments for the different target groups in the field. The person selected for the position will actively participate in and develop the doctoral studies, multidisciplinary co-operation and other university administrative tasks.

The salary for this particular post is determined in accordance with the university salary system for teaching and research personnel (YPJ). The salary will be specified and negotiated when preparing the employment contract.



## Formal qualifications

A person selected for the post 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 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 active participation in the academic community, success in obtaining complementary funding for research as well as scholarly work abroad and international duties will also be taken into account.

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

The person appointed to the post is required by a Government Decree (770/2009) to have an adequate mastery of the Finnish language. University teaching and research personnel should be proficient in Finnish, in which the teaching is given. According to the University of Turku Rules of Procedure a person appointed to a University teaching and research position can demonstrate the mastery of the Finnish language, as enacted in the Government Decree, by: 1) education completed in Finnish; 2) a pass grade in the Finnish Matriculation Examination from the mother tongue test in Finnish; 3) minimum cum laude approbatur grade in the Finnish Matriculation Examination in Finnish as second language test; 4) a pass grade of a maturity test completed in Finnish from a higher education institution; 5) other separately approved method.

Foreign and Finnish non-native nationals, can be appointed to a teaching and research position without having to prove their Finnish language skills. The person selected for the post is required to have good spoken and written skills in English and good spoken and written skills in Finnish or commitment to learning Finnish language.

The person selected for the post is required to have high-level research merits in the field of educational sciences, especially early childhood education, evidence of obtaining external research funding, merits in doctoral education, proven record (publications and other merits) of research cooperation and development in the area, and experience in leading research groups and international research cooperation.

## Application procedure

This position will be advertised in the public domain. The application period is at least 30 days, terminating on the date specified in the announcement

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 Application.



Applications must include:

- 1) a curriculum vitae drawn up in accordance with the instructions given by the Finnish National Board on Research Integrity (TENK)
- 2) an academic portfolio drawn up in accordance with the University practice
- 3) a list of publications drawn up in accordance with the instructions given by the Academy of Finland
- 4) a list of the publications and other works which the applicant wishes to highlight to prove his/her qualifications and merits for the post; (numbered, the maximum number of items is 10)
- 5) the publications and other works listed above submitted through the eRekry online application system, and
- 6) a written statement of not more than two typed pages, setting out the applicant's vision for the future development of research, teaching and societal interaction in the discipline.

The Finnish National Board on Research Integrity TENK's instructions for the curriculum vitae can be found:

<https://tenk.fi/en/advice-and-materials/template-researchers-curriculum-vitae>

The University of Turku's instructions for the academic portfolio can be found:

<https://www.utu.fi/en/university/come-work-with-us/academic-portfolio>

The Academy of Finland's instructions for the list of publications can be found:

<https://www.aka.fi/en/research-funding/apply-for-funding/how-to-apply-for-funding/az-index-of-application-guidelines2/list-of-publications/>

All documents are to be delivered **in English**, except publications, which are to be included as is, not as translations, unless translations have been published.

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, as well as give an email address and a postal address to which written communications should be sent.

## Experts

The Faculty will request statements from at least two experts on the qualifications and competence of the applicants. The Dean will choose the experts. In the selection of the experts, due regard is paid to take into consideration the applicants' equal and unbiased treatment from the point of view of the post to be filled. The incapacity mentioned in Sections 27–29 of the Administrative Procedure Act (434/2003) refers to the experts.



The applicants will be informed of the selection of the experts. The experts, once selected, may not participate in the subsequent stages of the appointment procedure.

In the statements, the experts are particularly asked to evaluate the scientific competence and merits of each applicant. The statement is public, and it must contain justifications about those applicants who, according to each expert, are primarily to be considered in filling the Professor's post, taking into account the post, its qualification requirements and other circumstances affecting the evaluation of the merits of the applicants. The experts are asked also to rank the candidates in order of preference. If there are no more than three applicants, the expert shall submit a justified statement on each of the applicants' merits; or, if there are more than three applicants, the statement shall involve at least three of them. However, the expert is required to submit reasoned evaluations only of those applicants whom he or she considers qualified candidates for the post. The statement must explicitly state the criteria used for compiling the short list and reasons for the exclusion of any applicants not considered in detail.

The experts will receive the description of the post, duplicates of the documents necessary for their task and the publications and other works included in the application. The experts are requested to submit their written statement of the applicants within three months.

The experts may consult with each other and submit a joint statement. The experts' statements will be published once all of the statements of all of the experts concerning the recruitment task in question are delivered to the University.

### **Teaching demonstration**

Following the submission of the expert statements, the Faculty may make arrangements to allow for the applicant to give a teaching demonstration to which members of the public are also admitted. The demonstration lecture will be evaluated.

### **Interview**

The best ranked applicants are interviewed.

### **Working committee**

The Dean establishes a working committee to prepare the proposal for the appointment of a professor. A chair and secretary will be appointed to the committee at the outset. The Head of Faculty Administration will be the secretary of the committee. Invited members of the committee will be between three and five professors or other teaching or research personnel who represent the field in question or a closely related field to which the professorial post belongs to. Other members may also be invited to join the group if considered necessary. The committee may also include persons from outside the university. The members of the committee and the secretary must be unbiased for the task.



The working committee can make a pre-selection of the applicants based on the application documents. The committee will make a proposal to the Dean for the selection of experts and takes part in the evaluation of the trial lecture and interview. The committee makes the appointment proposal.

### **Appointment proposal**

Following the receiving of the expert statements and other useful submissions, the working committee will make a reasoned proposal for the Faculty Board on which of the applicants should be considered for the post and who should be selected for the appointment.

The Faculty Council will make a reasoned proposal for the Rector for the appointment to the post. The Faculty will send the proposal (employment contract in duplicate) with appendices to the Rector for decision-making.

The appointment to the post 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.

### **Additional information**

Further information concerning the appointment procedure can be obtained from the Head of Faculty Administration Ulla Kiviaho, tel. +358 50 339 8126, email: [ulla.kiviaho@utu.fi](mailto:ulla.kiviaho@utu.fi).

### **The following Finnish legislation applies to the decrees and procedures outlined here**

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

Dean

Jukka Husu

Head of Faculty Administration

Ulla Kiviaho