

## APPOINTMENT SPECIFICATION

### PROFESSOR OF ENGLISH

#### The post and its placement

The School of Languages and Translation Studies at the Faculty of Humanities invites applications for the position of Professor in the field of English. The post is subject to a six month trial period.

For the position of the Professor, we seek talented researchers who have already a strong proven experience in international scientific career and in teaching at the university level.

More information about the School is available on the website:

<https://www.utu.fi/en/university/faculty-of-humanities/school-of-languages-and-translation-studies>

A description of the Department and the focus of research is on the website:

<https://www.utu.fi/en/university/faculty-of-humanities/english>

#### Salary

The salary for the post is determined in accordance with the university salary system for teaching and research personnel. The task specific salary component for Professor is determined according to level 8–11 of the job demand chart, which is 4824,17–7108,71 euros per month. In addition, a personal work performance component will be paid. The personal work performance component is a maximum of 50% of the task specific salary component. The salary will be specified and negotiated when preparing the employment contract.

#### Qualification requirements

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 co-operation in their field, and the ability to provide high-quality teaching based on research 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 professor is in charge especially of the track of Second Language Acquisition, and it's teaching, research and development in the Department of English. In addition, she / he will take part in the degree programme of Language, learning and education. .

Of particular importance are merits in research and education as well as acquisition of external funding. Activity in international scientific community and societal impact will be special merits.

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

A person appointed to the post is required by Government Decree (770/2009) to have an adequate mastery of the Finnish language. According to the Government Decree 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 a second language test; 4) a pass grade of a maturity test completed in Finnish from a higher education institution; 5) an other separately approved method.

Foreigners and Finnish citizens who are not native Finnish speakers can be appointed to teaching and research positions without demonstrating the decreed mastery of the Finnish language. However, the successful performance of the duties assigned to the position requires adequate skills of Finnish language as the professor will do research on, and supervise the language learning of specifically Finnish-speaking foreign language students. For that reason excellent Finnish language skills is a requirement to this position.

## Applying

The post is announced for application both nationally and internationally. The application period is at least 30 days.

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) An authenticated curriculum vitae.
- 2) A list of publications in accordance with the practice of the Finnish Advisory Board on Research Integrity (TENK) and the Academy of Finland:
  - <https://www.tenk.fi/en/template-researchers-curriculum-vitae>
  - <https://www.aka.fi/en/funding/apply-for-funding/az-index-of-application-guidelines/list-of-publications/>
- 3) portfolio in accordance with university practice:
  - <https://www.utu.fi/en/university/come-work-with-us/academic-portfolio>
- 4) A list of those publications which the applicant wishes to be submitted to the experts in connection with the application; (numbered, the maximum number of publications is 10).
- 5) The publications listed above; primarily in the eRekry online application system.
- 6) An account of the applicant's part in publications co-authored with other researchers.
- 7) A written statement of not more than two typed pages, setting out the applicant's vision for the future development of research and teaching in the discipline.

Documents are to be delivered 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 a compressed file format (.zip). The zip-folder may include multiple documents.

If publications are delivered as paper versions by post, they should be sent by the end of the application period to the following address: Faculty of Humanities, FI-20014 University of Turku (office: Koskenniemenkatu 4, Signum, Turku). In addition, the list of publications (number 43 above) should mention which publications have been delivered by post.

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

## Experts

Statements concerning the qualifications and merits of persons applying for the post are requested from a minimum of two experts. The preparation group makes a proposal on the experts, whom the Dean chooses. In the selection of experts, due regard is paid to the Professor's post to be filled. The disqualification of the experts is governed by the provisions of Sections 27–29 of the Administrative Procedure Act (434/2003). 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.

The experts are required to submit written statements. In the statements, the experts are asked to particularly evaluate the academic 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 also asked 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 only submits a justified statement on the applicants they consider qualified for the post.

The statement must explicitly state the criteria used for compiling the shortlists and reasons for the exclusion of any applicants not considered in detail. The experts may consult with each other and submit a joint statement.

The experts will be provided with the appointment specification, copies of relevant application documents as well as the publications and other works. The written statement must be given within three months. The statement becomes public once the statements of all the experts have reached the University.

### **Teaching demonstration and interview**

Following the submission of the experts' 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 teaching demonstration will be evaluated.

The highest ranked applicants are interviewed.

### **Preparation group**

The Dean will establish a preparation group to prepare the proposal for the appointment Assistant / Associate Professor. Invited members of the preparation group shall be 3–5 Professors or other teaching or research personnel who represent the field in question or a closely related field to which the professorial post belongs. Other members also outside the University may be invited to join the group if considered necessary. The members and secretary of the preparation group must be impartial for the task.

This preparation group will make the proposal on selection of experts and the proposal for the appointment. It may also participate in the assessment of teaching skills and interview the applicants.

### **Procedure and appointment to the post**

Once the expert statements and other necessary disquisitions have been obtained, the preparation group makes a justified proposal on which applicants it considers suitable for appointment to the post.

The Faculty Council makes a justified proposal for the appointment to Professor's post. The Faculty delivers the proposal and its appendices (including employment contracts in two copies) to the Rector for decision-making.

After having received the proposal, the Rector will decide whom to appoint to post. Employment contract is made with the selected appointee. If needed, the Rector may request additional clarifications from the Faculty for the appointment to the post. The applicants will be informed about the appointment decision.

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

### **Additional information**

For further information on the procedure, contact the Service Manager Mari Husu, e-mail: [marihusu@utu.fi](mailto:marihusu@utu.fi).

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

The Constitution of Finland (731/1999)  
The Universities Act (558/2009)  
Finnish Government Decree on Universities (15.10.2009/770)  
Act on the Implementation of the Universities Act (559/2009)  
The Administrative Procedure Act (434/2003)  
The University of Turku Rules of Procedure

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