



## **General eligibility requirements and the recruitment process for the position of Professor and Assistant or Associate Professor (tenure track).**

### **Qualification requirements**

“According to University of Turku Rules of Procedure (31§) 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 the applicants, 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.”

The applicant for Assistant Professor (tenure track) is a researcher with maximum 5 years of experience since PhD completion and the applicant



for Associate Professor (tenure track) is a researcher with maximum 10 years of experience since PhD completion. The combination of family and work is taken into consideration in accordance with [the principles of the ERC \(European Research Council\)](#). If you plead these special reasons, justify them in the application under Personal data/CV > Degrees > Additional information. If the reasons are strictly confidential, please contact the presenting official (see Contacts).

## Language Requirements

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) 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. Job-specific language proficiency requirements are outlined in the job advertisement.

## Applying

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

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

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.

## Preparation group

The Dean will establish a preparation group to prepare the proposal for the appointment 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 may make a pre-selection of the applicants, and 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.

## **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 more than three applicants, the expert should give the reasoned, detailed statement of at least three of them. The statement must also 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 preparation group may make arrangements to allow for the applicant to give a teaching demonstration and, to which members of the public are also admitted. The teaching demonstration will be evaluated.

The highest ranked applicants will be interviewed by the preparation group.

### **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 posts. 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 the 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.

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

The Constitution of Finland (731/1999)  
The Universities Act (558/2009)  
Finnish Government Degree 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