



ASSISTANT/ASSOCIATE PROFESSOR (TENURE TRACK) IN BIODIVERSITY & BUSINESS

Vacant position and its location

Applications are hereby invited for the post of Assistant/Associate Professor (tenure track) of Biodiversity & Business at Turku School of Economics. The post is positioned at the Department of Management and Entrepreneurship, in the subject area of Management & Organization. We seek a highly talented and already merited researcher at his/her early academic career whose merits show significant potential in research.

The position strengthens research in biodiversity & sustainability at University of Turku. In particular, the position strengthens research conducted within the remit of Academy of Finland Profi6-funded BIODIFORM research consortium, centering on biodiversity and systemic transformation. This makes the position unique in the Finnish university setting.

BIODIFORM: Biodiversity and systemic transformation. The UTU strategy 2021-2030 identifies six strategic research and education profiles that advance multidisciplinary research and education between faculties, strengthen internal collaboration and create platforms for networks, business collaboration, innovations and strategic partnerships. The strategic profile 'Biodiversity and sustainability' is implemented through the Academy of Finland Profi6-funded BIODIFORM research consortium addressing the biodiversity crisis and the need for systemic transformation from the perspectives of natural and human sciences. Besides the Biodiversity Unit and the Turku School of Economics, leading the consortium, the BIODIFORM research consortium includes the Finland Futures Research Centre, the School of History, Culture and Arts Studies, and the Departments of Chemistry, Geography and Biology.

The vacant position operates at the interdisciplinary crossroads of biodiversity and business research – two so far distinct disciplines that have begun to discover not only the need but also the various possibilities of closer collaboration.

The **field of expertise** sought sits within the broad remit of sustainable business, focusing specifically on **biodiversity & business**, i.e. transformations toward biodiversity-respectful business. This raises questions as regards e.g. companies' biodiversity strategies, business models and business practices in within-firm settings and inter-organizational partnerships; forms, practices and tensions in managerial agency and sustainable leadership; and broader sustainability transformation pathways toward biodiversity-respectful business across individual, company and societal levels of analysis. While the position is positioned at the



13.1.2022

crossroads between the disciplines of biodiversity and management studies, within the remit of the Profi6 BIODIFORM research consortium, it also connects to future studies, humanities and arts, geography, biology, and/or chemistry, with opportunities for conceptual integration between the disciplines.

This professorship is located in the Management and Organization subject in the Department of Management and Entrepreneurship. The Management and Organization subject at Turku School of Economics focuses on three research areas: (1) Strategic change, (2) Sustainable business, and (3) Leadership, while the teaching of the unit spans the broad spectrum of management and organization studies. The subject is increasing its student intake annually, with a current annual average of 25 graduating MSc degrees. The unit consists in two professors, three senior and four junior faculty members, project researchers and 15 PhD candidates. The unit's recent research funding is from the Strategic Research Council of the Academy of Management (e.g. CICAT2025, BIODIFUL), the Work Environment Fund (e.g. TYÖ2, MOPO, JOPO) and the European Union. The unit's faculty are internationally networked, publishing in top-tier journals in the broad remit of management research, related disciplines and in multidisciplinary collaboration in other fields. Furthermore, the unit's faculty members are engaged in executive teaching via TSE Exe and societal outreach activity. The unit is actively connected to academics working on sustainability-related topics across the University of Turku. The unit coordinates the Responsible Business minor subject as well as the TSE-wide Responsible Business Network of scholars, with regular research seminars.

The post will be filled through a tenure track system first as fixed-term employment periods as an Assistant / Associate Professor. The tenure track system of the University of Turku is clarified in more detail in the appendix 1 at the end of this appointment specification.

Tenure track –positions are meant for researchers who are pass the postdoc phase. When selecting a person for the Assistant Professor phase, especially academic potential and motivation for an academic career are taken into consideration. The tenure track Associate Professor phase is intended for a high-level researcher, whose qualifications indicate substantial scientific potential.

Associate Professor / Assistant Professor conducts and supervises scientific research, gives science-based education, follows developments in science, and participates in societal interaction and international cooperation in his or her field.

The expert we seek for should be willing and able to foster collaboration and take a prominent role in the formulation of the profiling area Biodiversity and sustainability at University of Turku. Prior experience in obtaining research funding, involvement in executive education and societal interaction are an asset.

The elected person should be credited in the fields that correspond with the above descriptions. The successful applicant is expected to have experience and willingness in conducting research in interdisciplinary and transdisciplinary



13.1.2022

settings, and operate with a systemic, collaborative mindset. The selection process therefore also emphasizes the applicant's experiences in teamwork, collaboration and coordination skills. The evaluation process also considers the applicant's visions about the future development of the field within the department and in the entire university within the context of the Profiliation area. The successful applicant will join an interdisciplinary team working at the crossroads of biodiversity, business studies and beyond. Given the novelty of the position's remit, the successful candidate will be offered career mentoring during the tenure track period.

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 the Assistant / Associate Professor is 4033,80 euro per month (according to level 7 of the job demands chart). 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.

The position is subject to a six month trial period.

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 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. 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 are taken into account.

A prerequisite for the post of Assistant Professor / Associate 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. According to the Government Decree university teaching and research personnel should be proficient in Finnish, in which the teaching is given. More detailed provisions can be found in the University of Turku Rules of Procedure. According to the 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.

Foreigners and non-native Finnish citizens, can be appointed to the position without demonstrating the decreed mastery of the Finnish language

The position requires good skills in English language and knowledge of Finnish language is considered an advantage.

Application procedure

This position will be advertised in the public domain. 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) A curriculum vitae drawn up in accordance with the guidelines of TENK <https://tenk.fi/en/advice-and-materials/template-researchers-curriculum-vitae>;

2) an academic portfolio drawn up in accordance with the University guidelines: link to the guidelines: <https://www.utu.fi/en/university/come-work-with-us/academic-portfolio>

3) A list of publications. The publications should be classified to the following categories:

- a) articles in refereed scientific journals
- 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)

4) A list of the publications and other works (numbered, the maximum number of items is 10) which the applicant wishes to highlight to prove his/her qualifications and merits for the post; the publications and other works listed above primarily submitted through the eRekry online application system

5) A written statement/plan setting out the applicant's vision for the future development of BIODIFORM's research, teaching, and societal interaction focusing on the following questions (max. 3 pages):



- a) How does the applicant's previous, current and future research addresses biodiversity, business and the need for systemic transformation and, furthermore, how does it link to future studies, humanities and arts, geography, biology, and/or chemistry?
- b) How does the applicant's previous, current and future research advances the objectives of the BIODIFORM and the strategic profile 'Biodiversity and sustainability' <https://www.utu.fi/en/university/university-strategy-2030?>
- c) How do the applicant's societal interaction and networks (domestic and international) advance the mitigation of the biodiversity crisis and sustainable biodiversity business?

All documents are required 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 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 the e-mail address to which written communications should be sent.

Experts

The School 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.

The experts are required to submit written statements. In the statements, the experts are particularly asked to 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 1) Assistant Professor's post and the 2) Associate Professor's post, taking into account the post, its qualification requirements and other circumstances affecting the evaluation of the merits of the applicants. In each of the two groups, the experts are also to rank the candidates in order of preference.

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 statement should state whether the qualified candidate should first be appointed to the 1) fixed-term



Assistant Professor's post or 2) fixed-term Associate Professor's post. The experts may consult with each other and may 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.

Trial lecture

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

Interview

The best ranked applicants can be invited for an interview

Preparatory group

The Dean establishes a preparatory group to prepare the appointment to the post. A chair and secretary will be appointed to the preparatory group at the outset. The Head of Administration of the School, or a person appointed by him/her, will be the secretary of the preparatory group. Invited members of the preparatory group 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 preparatory group may also include persons from outside the university. The members of the preparatory group and the secretary must be unbiased for the task.

The preparatory group can make a pre-selection of the applicants based on the application documents. The preparatory group 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 preparatory group makes the appointment proposal.

Appointment proposal

Once the expert statements and other necessary disquisitions have been obtained, the preparatory group makes a justified proposal on:

- 1) Which applicant it considers suitable for appointment to the post?
- 2) Whether the post is filled as an Assistant Professor or as an Associate Professor?
- 3) Who should be selected for the appointment according to the preparatory group's opinion?



13.1.2022

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

Having received the proposal, the Rector decides whether the post is filled through the tenure track system first as an Assistant Professor or as an Associate Professor and who is appointed to the post. An employment contract will be made with the selected applicant. If necessary, the Rector can ask further clarifications from the Turku School of Economics. The applicants will be informed about the 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 the applicants who have not applied by the closing date.

Additional information

For further information about the position, please contact Professor Satu Teerikangas satu.teerikangas@utu.fi or tel. +358 40 706 5985. Further information concerning the appointment procedure can be obtained from the Head of Administration Ms. Sanna Kuusjärvi, [sanna.kuusjarvi\(a\)utu.fi](mailto:sanna.kuusjarvi(a)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



THE TENURE TRACK SYSTEM FOR TEACHING AND RESEARCH PERSONNEL AT THE UNIVERSITY OF TURKU

The University of Turku has a tenure track system for teaching and research personnel. The purpose of the system is to increase the predictability, competitiveness and attractiveness of the academic career as well as to advance the University's internationalisation. The goal is to find the most talented, suitable and motivated persons amidst ever-intensifying national and international competition.

In the tenure track system, a person is recruited at first for a fixed-term employment relationship as an assistant professor, during which their work is followed and evaluated by the criteria defined at recruitment. Success in the evaluation leads to a new fixed-term employment relationship and the aim is obtaining the tenure of a professor.

SELECTION PROCEDURE

Tenure track positions must support the University's strategy and its focus areas. The Rector decides which of the proposed positions can be filled through the tenure track system. The title is Assistant Professor (I phase) or Associate Professor (II phase). The title is not used in any other positions than those of the tenure track system.

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 his or her field of study, and the ability to provide high-quality teaching based on research and to supervise theses and dissertations.

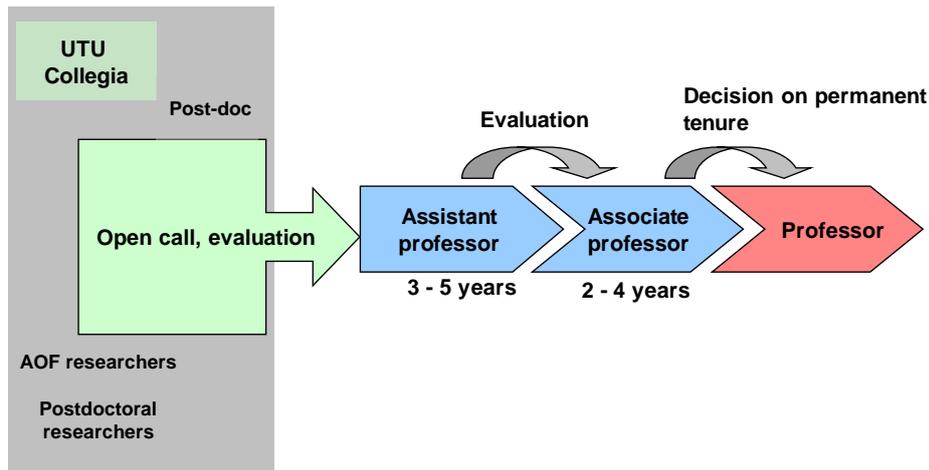
The positions are mainly meant for researchers who are past the postdoc phase. When selecting a person for the I phase, especially academic potential and motivation for an academic career are taken into consideration. When selected for II phase, the associate professor should already have significant scientific merits and clear potential for the tenure of a professor.

The positions are advertised nationally and internationally. The purpose is that the unit wishing to recruit is active and spreads the information by using its own international networks.

The tenure track is formed of two fixed-term employment relationships, first as an assistant professor, second as an associate professor, and after that the tenure of a professor. A person can also be recruited directly to the second phase, depending on the career stage of the applicant.



Tenure track at the University of Turku



Tenure track positions are filled with an open call for applications. In the recruitment phase, the same procedure is in use as when filling the post of a professor. If an open call is not organised, it has to be separately justified and the invitation procedure for filling the post of a professor is followed in filling the tenure track position where applicable. Using the invitation procedure always requires the Rector's permission.

The dean appoints a preparatory group for the selection process, where 3–5 professors or other members of the teaching and research staff are invited. Optionally, also other members can be invited to the group. When using the invitation procedure, a preparatory group can be established when necessary.

The preparatory group first makes a *pre-selection of the applicants* based on the information presented in the application and its appendices. After this, the preparatory group obtains expert statements on the scientific merits of the top applicants chosen through the pre-selection process and takes care of the other practical arrangements related to the selection process, for example, the interviews of top applicants.

The final selection decision is made by the Rector by the proposal of the faculty council.

JOB DESCRIPTION

A professor shall carry out and supervise scientific work, give education based on it and follow developments in science and participate in societal interaction and international cooperation in his or her field (Universities Act, Section 33).

The job description of those on the tenure track is agreed on individually in the annual performance appraisals; however, the University's policies must be followed. Mentors are appointed for the assistant and associate professors and they will conduct the performance appraisals and agree with



the assistant/associate professor about the goals on advancing in the tenure track. The supervisor can act as the mentor, but the mentor can also be another senior colleague. With the tenure track, the University offers the recruits a career path that, through regular evaluations, enables them to proceed to the post of a professor in their field.

The work is followed and evaluated regularly so granting a discretionary leave of absence for a person in the position of an assistant/associate professor is possible only for a very compelling reason.

Of the total working time of an assistant/associate professor in a tenure track position, two-thirds is research work. In the University's tenure track system, all the assistant and associate professor both teach and conduct research. Education at the University of Turku is strongly based on research and the assistant and associate professors are required to participate in the planning of education as well as in the teaching in their own field. The position includes 20–30 % teaching, including supervising scientific postgraduate studies and final theses and dissertations. The third share of working time can involve other activities in the scientific community. The shares described above can be deviated from if career progress requires other kind of emphasis on the content of the work.

EVALUATION PROCEDURE

Those advancing on the University's tenure track take part in evaluations that concern advancing on the tenure track (decision on hiring for another period as an assistant professor, the evaluation before the tenure of a professor). The evaluation of an assistant professor selected for a tenure track position is done well in advance, approximately a year before the first 3–5 year fixed-term employment relationship ends. If the evaluation criteria for the performance are fulfilled, the individual is selected for another 2–4 year period as an associate professor. A year before the end of the second fixed-term employment relationship, a more extensive evaluation required for the tenure of a professor is carried out, where external evaluators are used as well.

When recruiting for and evaluating the position of an assistant/associate professor, attention is paid primarily to the scientific potential and quality. The evaluation is carried out as an overall evaluation. The University's faculties can have discipline-specific criteria that specify and complement the University's guideline.

Evaluation criteria

The evaluation criteria used in the tenure track system are based on the principles of predictability, transparency and international comparability. In the tenure track system, performance is evaluated in three categories:

1. research merits
2. teaching, and
3. academic leadership and societal interaction.

To be employed as a tenured professorship, top performance is required in research and teaching and the other categories under evaluation. The evaluation is carried out taking into account all three categories. In addition, the University's Strategy and values are taken into account in all tenure track evaluations. The decisions on advancing on the tenure track are made based on the performance evaluation.

The applicants for tenure track positions and the personnel advancing on the tenure track are evaluated based on performance, for example, with the following criteria:



Scientific research

- research plan; current situation, vision and aims
- scientific production and the impact factor of the research
 - publications in international peer-reviewed forums
 - scientific citations
 - other research publications (books, chapters in books)
 - ongoing research
 - plenary presentations and other high impact presentations such as invited presentations, keynote presentations etc.
 - scientific articles/tools (software etc.)
- scientific cooperation and external research grants
 - the concrete results of the cooperation: joint articles, joint funding etc.
- other merits

Teaching

- teaching experience
 - tasks and responsibilities related to educational development
- supervising doctoral dissertations, teaching and learning materials, teaching methods
 - use and development
- pedagogical training
 - pedagogical studies and/or teaching demonstrations
 - an account of continuous professional self-development
- recognitions and evaluations of pedagogical competence
- feedback from students and teachers
- students' learning outcomes, grants and other recognitions
- teaching networks and teaching co-operation on different levels (at the University, nationally, internationally)

Academic leadership and societal interaction

- activities in the research community
 - organising conferences
 - editing publications
 - significant evaluation tasks
 - membership in academic communities
- academic leadership
 - leading a research group
 - managerial work / preparedness for managerial work
 - management training and leadership
 - activities in work community



- societal interaction and cooperation with interest groups
 - societal visibility (e.g. expert tasks, book projects, visibility in media)
 - patents and other commercial rights, significant new methods etc.
 - other co-operation