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## Appointment specification

### ASSISTANT PROFESSOR (TENURE TRACK) OF SOCIOLOGY

#### Vacant position and its location

The Faculty of Social Sciences invites applications for two positions of Assistant Professors (tenure track) in Sociology. These positions are a part of the University's research flagship INVEST (Inequalities, Interventions, and New Welfare State) funded by the Academy of Finland ([invest.utu.fi](http://invest.utu.fi)).

The interdisciplinary research flagship of University of Turku and National Institute for Health and Welfare combines the fields of sociology, psychology and child psychiatry. The flagship aims at providing a new model for the welfare states that is more equal, better targeted at problem groups and more anticipatory as well as economically and socially sustainable. Based on cutting-edge research on the conditions and mechanisms involved at different periods of development in childhood and youth, we will evaluate and develop various universal and targeted interventions. The aim is to improve the efficiency of the current welfare state institutions at critical points of an individual's. By doing this, we will improve wellbeing and skill development in Finnish society during childhood, youth and early adulthood.

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

For the tenure track position of Assistant Professor, we seek talented researchers who have already got a good start in their scientific career and with a maximum of eight years from their doctorate (excluding parental leave periods).

The duties of the Assistant Professor are to carry out and supervise scholarly work, to provide education based on it and to keep abreast of academic developments, as well as to participate in societal interaction and international cooperation in his or her field.

This professorial post is located in the Faculty of Social Sciences in the Department of Social Research and in the discipline of sociology.

There are four disciplines in the Department of Social Research: social policy, social work, sociology and economic sociology. The department's research and teaching specialization areas are social inequality, welfare and health, markets and consumption and the policy affecting these.



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Sociology studies social inequality and how changes in communities and society affect it. The strength in sociology lies in extensive methodological expertise. The research topics and teaching themes of sociology at the University of Turku are in particular social classes, education and income inequalities and their inheritance, population, families and immigration, marginalization, housing, health, gender differences, power, political activity and social movements.

There are four professors in the discipline of sociology in addition to these two open positions, two university lecturers and other personnel.

The salary for this particular post is determined in accordance with the university salary system for teaching and research personnel (YPJ). For assistant professor, the salary is at level 7 on the job demands chart, where the task specific salary component is 3903,56 euro per month. In addition, a personal work performance component will be paid. The personal performance component is at its maximum 50% of the task-specific base salary. The salary shall be determined when drawing up the employment contract.

The positions are subject to a six-month trial period.

## Formal qualifications

The requirements for a person to be appointed are a doctoral degree, high-level academic competence, experience in managing academic research, experience of international cooperation in the research field he or she represents, as well as the ability to provide high-level research-based education and to supervise final theses. When evaluating the merits of the applicant, the following are taken into consideration: scholarly publications and other research results with academic value; teaching experience and pedagogical training; the ability to produce teaching materials; other accomplishments in teaching and a trial lecture, as well as participation in doctoral education. 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.

In appointing to this post which entails leadership duties, a prerequisite for the position 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 and Swedish languages. University teaching and research personnel should be proficient in the language, either Finnish or Swedish, in which the teaching is given. More detailed provisions can be found in the University of Turku Rules of Procedure. 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



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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 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.

The persons chosen to the positions should have their research profile in one or several of the following subjects, with special emphasis on recruited persons' specific skills: a) inequalities across the generations and over the life-course, b) the influence of policies and welfare services on social inequalities (comparative approach), c) basic income and social experiments or d) social interventions. Also strong skills in quantitative methods are required and experience on using register, panel or comparative datasets.

## 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 end of the Call for Applications.

Applications must include:

- 1) a curriculum vitae according to the instructions of the Faculty;
- 2) an academic portfolio drawn up in accordance with the University guidelines
- 3) a list of publications according to the instructions of the Faculty:  
– instructions for items 1 – 3: <http://www.utu.fi/en/units/soc/faculty/careers/>;
- 4) a. 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; AND  
b. the publications and other works listed above primarily submitted through the eRekry online application system
- 5) a written plan of not more than two typed pages, setting out the applicant's vision for the future development of research, teaching and societal interaction both in the flagship and in the discipline.

The documents in items 1 – 4 a and 5 are required to be sent in the English language. Only one enclosure can be added in each enclosure segment in the eRekry online application system. The file formats to be used can



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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 file 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.

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 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 1) Professor's post, 2) Associate Professor's post, and 3) Assistant 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. The ranking is asked to make with every group of posts (professor, assistant or associate professor). 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. Statement should state whether the applicant should be appointed to the Professor's post or the fixed-term Assistant Professor's post or Associate Professor's post. The experts may consult with each other and submit a joint statement.

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statements of all of the experts concerning the recruitment task in question are delivered to the University.

**Trial lecture**

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

**Interview**

The best ranked applicants are interviewed.

**Planning group**

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

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

**Appointment proposal**

Following the receipt of the expert statements and other useful submissions, the planning group 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 according to the planning group's opinion.

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.

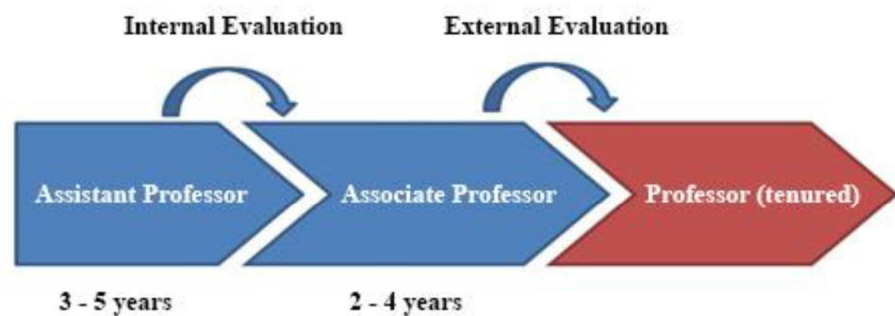
An employment contract will be entered into with the recruited employee. The applicants will be informed about who has been selected for the post of professor.



## Tenure Track at the University of Turku

The University of Turku has a tenure track system for teaching and research personnel. The purpose is to increase the predictability, competitiveness and attractiveness of an academic career, as well as to further advance the internationalisation of the University.

The University of Turku offers the tenure track appointees a challenging career opportunity in top-level research and research-based teaching, possibilities for international collaboration and prerequisites to grow into professorship.



The tenure track position can be filled either as an Assistant Professor or as an Associate Professor depending on the merits and the scientific career of the applicant.

An Assistant Professor is initially recruited for a fixed-term employment relationship (three to five years) for the tenure track. The decision on the duration of the fixed-term employment relationship is made at the same time as the proposal on the person to be recruited.

During the first fixed-term employment period, the Assistant Professor's performance is monitored and evaluated according to the criteria defined under the title "Evaluation procedure" in this appointment specification. Success in the first evaluation will lead to a new fixed-term employment relationship (two to four years) as an Associate Professor. The aim of the external evaluation in the Associate Professor level is to obtain the tenure of a Professor.

## Evaluation procedure in the Tenure Track system

The performance of the appointed tenure track Assistant Professor is evaluated twice. The first evaluation will be carried out well in advance, approximately one year before the termination of the first three to five year fixed-term employment relationship. If the criteria for evaluating the



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performance are met, the individual will be appointed for another two to four years as Associate Professor.

A year before the termination of the fixed-term employment relationship of the Associate Professor, a more extensive evaluation required for the tenure of a Professor will be carried out. External evaluators will be used in this evaluation.

### **Evaluation criteria in the Tenure Track system**

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 through three dimensions:

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

A tenured professorship requires significant credit in research and/or teaching and in the other areas under evaluation. The person to be tenured is expected to demonstrate the required adequate proficiency in Finnish for the post of a Full Professor. The evaluation takes into account all three areas. In addition, the University's strategy and values should be taken into account in all tenure track evaluations. The decisions concerning advancement along the tenure track will be based on the performance evaluation. The applicants to be recruited for tenure track positions and the personnel advancing along the tenure track will be evaluated according to their performance for example in the following areas:

#### **Scholarly research**

- research plan; current situation, vision and aims
- scholarly output and the impact 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.
  - scholarly articles/tools (software etc.)
- academic co-operation and external research grants
  - concrete results of the co-operation: joint articles, joint funding etc.
- other merits

#### **Teaching**

- teaching experience
  - tasks and responsibilities related to developing the education
- supervising doctoral theses, teaching and learning materials, teaching methods
- pedagogical training



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- pedagogical studies and/or teaching demonstrations given
- account of continuous professional self-development
- special awards and evaluations relating to pedagogical competence
- feedback from students and teachers
- students' learning outcomes, grants and other awards
- teaching networks and teaching co-operation on different levels (within the University, nationally, internationally)

**Academic leadership and societal interaction**

- services to the research community
  - organising conferences
  - editing publications
  - significant evaluation tasks
  - membership in academic communities
- academic leadership
- societal interaction and co-operation with interest groups
  - societal visibility (e.g. expert tasks, book projects, media visibility)
  - patents and other commercial rights, significant new methods etc.
  - other co-operation

**Additional information**

Further information concerning the appointment procedure can be obtained from the Faculty Services Manager Minna Domander, tel. +358 40 828 2364 and email [minna.domander@utu.fi](mailto:minna.domander@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)  
Act on the Implementation of the Universities Act (559/2009)  
The Administrative Procedure Act (434/2003)  
The University of Turku Rules of Procedure

Dean

Juha Räikkä

Services Manager

Minna Domander