



1 April 2019

## **Appointment specification**

### **PROFESSOR OF SOCIOLOGY**

#### **Vacant position and its location**

The Faculty of Social Sciences invites applications for a temporary position (substitute) of a professor in Sociology for the time period 1.8.2019 – 31.12.2022. There is a possibility for a continuation of the post for years 2023 – 2026. The temporary position is linked to the work arrangements of the university level research flagship project INVEST (Inequalities, Interventions, and New Welfare State) funded by the Academy of Finland. The position is subject to a six-month trial period.

The duties of the 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.

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.

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 three professors in the discipline of sociology in addition to this, two assistant professors (tenure track) to be opened for applications in near future, two university lecturers and other personnel.

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 Professor is 4771,69 – 7031,37 euro per month (according to level 8–11 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.



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## **Formal qualifications**

The requirements for a person to be appointed as a professor 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 a professor to a 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 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.

Methodological expertise, especially quantitative, is considered a special merit for the applicant.

## **Application procedure**

This position will be advertised in the public domain. The application period is at least 30 days.



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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 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 documents in items 1 – 4 a and 5 are required to be sent in the English language. The applicants are asked to express also the Finnish name of their Finnish tasks and positions (departments, units, programmes etc.) 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 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.



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The experts are required to submit written statements. In the statements, the experts are asked to particularly evaluate the academic competence and merits of the applicants. 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 post, taking into account the post and its location, its qualification requirements and other circumstances affecting the evaluation of the merits of the applicants.

The expert is also to place these candidates in order of preference. If there are no more than three applicants, the expert is required to submit reasoned evaluations of all these applicants, or, if there are more than three, then of at least three applicants. The expert is, however, required to submit reasoned evaluations only of those applicants whom he or she considers serious candidates for appointment. The statement must explicitly state the criteria used for compiling this short list and for the exclusion of any applicants not considered in detail. The experts may consult each other, and may 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.

**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.

