

Åbo Akademi University is an internationally acclaimed research university with a wide-ranging responsibility to provide education in Swedish in Finland. With its international research community and its strong Nordic ties, Åbo Akademi University has an acclaimed and recognized position within research and education both nationally and internationally.

APPOINTMENT PLAN FOR A TENURE TRACK-POSITION AS ASSISTANT/ASSOCIATE PROFESSOR IN APPLIED PSYCHOLOGY

The Faculty of Arts, Psychology and Theology invites applications for a tenure track-position as Assistant (post-doctoral researcher) or Associate Professor in applied psychology. A tenure track-position offers the appointee an opportunity to obtain a tenured position and advancement to a full professorship, i.e. the highest level of the tenure track career system.

The Faculty Council has determined that, depending on his or her experience and competence, the person who is employed can be appointed to either level one or level two of the tenure track career system: Assistant Professor (level one) or Associate Professor (level two). In the evaluation of the applicants, the Faculty Council will give its evaluation of the level to which the person is appointed based on the assessment of a recruitment committee appointed by the Dean of the Faculty.

The department of psychology is as of January 1st 2015 a part of the Faculty of Arts, Psychology and Theology. The faculty also offers academic programs in culture, history and philosophy, languages, theology and logopedics.

The subject of psychology provides the Swedish-speaking and bilingual population in Finland with experts such as psychologists. In addition to the responsibility of education of undergraduate and graduate students in psychology, internationally acclaimed research within the subject field is conducted.

The department of psychology has a teaching staff consisting of approximately 20 researchers and teachers. In addition to the tenure track-position in applied psychology at hand, there are two other professorships specialized in neuro psychology and forensic psychology, respectively. Competence in neuropsychology is overall well represented within the department. In order to meet the needs and demands of a wide educational responsibility, diversity in teaching and research competences amongst the staff is desirable.

1. THE FIELD OF ACTIVITY

The field of activity of the position as Assistant/Associate Professor in applied psychology is clinical psychology.

The appointee shall carry out scientific research within the specified field and give research-based education. The teaching responsibilities amounts to approximately one third of the worktime.

The appointee will be responsible for the subject's practical clinical courses in the master's program, for instance, the course psychological treatment of adults. The tasks also include research and curricula development, obtaining external funding, participation in national and international collaboration within the field and administrative tasks.

2. EMPLOYMENT

Åbo Akademi University is committed to giving the tenure track employed Assistant/Associate Professor the opportunity to advance to the next level by setting clearly defined goals for each stage of the employment. In order for a person employed within the tenure track career system to be able to evaluate and plan his or her career, the terms for any decision concerning a potential advancement to the next level will be agreed on in advance. The evaluation prior to advancement should be initiated at least one year before the fixed-term contract of employment ends. The Dean decides on the general and specific objectives for each stage of the tenure track career system within two months from the beginning of the employment.

At the beginning of an employment as Associate Professor or Assistant Professor, the preliminary criteria for successful work performance shall be reviewed. The goals to be reached are stated in a separate appendix to the contract of employment. The criteria shall be taken into consideration at the assessment carried out before a decision about continuation of the employment is made. including scientific publications and the ability to obtain research funding. Additionally, experience of teaching and supervision, pedagogical education as well as international assignments is assessed. If applicable, Swedish skills will be included in the assessment (see section 5, language skills).

A person holding a tenure track-position on level one or two is employed on a fixed-term contract. An appointee for the level of Assistant Professor will be employed for a fixed-term period of three years, the employment can be extended for an additional two years. Upon successful evaluation, an Assistant Professor will advance to the next level. Associate professors will be employed for a fixed-term period of four years, with a possible extension of two years. Successful evaluation and undeniably established competence as professor are criteria for advancement to the next level.

More information about the tenure track career system at ÅAU can be found in the PERSONNEL GUIDELINE FOR ÅBO AKADEMI UNIVERSITY, approved by the Åbo Akademi University Board December 12 2014.

Åbo Akademi University applies individual salaries in accordance with the national salary system for universities in Finland. The demand level of the employment depends on the appointee's academic qualifications and merits. In addition, a salary component based on personal work performance is added to the salary.

Teachers and researchers have a total working time of 1,624 hours per year. The work tasks are defined in an annual work plan.

A recruitment committee has been appointed by the Dean to support the decision-makers, i.e. the Dean and the Faculty Council, in all stages of the recruitment process. The duties and constellation of a recruitment committee are stated in the Personnel Guidelines § 12 (12.12.2014).

3. QUALIFICATION REQUIREMENTS

For an assistant professorship a doctoral degree, research experience and pedagogical competence are required. Eligible candidates should have completed a doctoral degree within the past four years.

For an associate professorship, a doctoral degree is required. An appointee to the associate professorship should demonstrate considerable research experience, potential for leading research groups, and obtaining research funding, experience of international research and pedagogical competence. The time elapsed since completing a doctoral degree must not exceed 10 years.

To successfully carry out the tasks, a certification or equivalent legitimation as psychologist is required.

When assessing time elapsed since completing a doctoral degree, leaves of absences such as parental leaves, sick leaves, leaves due to military or non-military service or other substantial leaves will be considered.

4. EVALUATION CRITERIA

Scientific competence, 60 %

In the evaluation of scientific qualifications, the quality of the applicant's scientific publications and other research results, the ability to manage research projects as well as experience of international research collaboration or international assignments will be taken into consideration.

Special attention will be paid to the applicant's international publications and the progress of the applicant's publication activity in recent years. Participation in postgraduate education and supervision of doctoral candidates will be assessed.

Pedagogical competence, 30 %

In the evaluation of the teaching skills pedagogical education, acquired practical teaching experience especially supervision of theses on all levels, the ability to produce teaching material, and other merits in teaching will be taken into account in accordance with Rector's

decision on pedagogical skills (20.6.2012). The results of a possible teaching test will also be taken into consideration.

Interactive competence, 10 %

When assessing interactive competence, attention is paid to administrative experience, ability to co-operate, experience of societal collaboration and international collaboration within the field as well as experience of psychological treatment. The evaluation is based on a review of submitted written materials and conducted interviews in association with the recruitment process.

In weighing the qualifications of the applicants, the scientific merits account for 60 % of the evaluation, whilst pedagogical skills account for 30 % and interactive skills account for 10 % of the evaluation. When assessing the scientific and pedagogical skills, leaves of absences such as parental leaves, sick leaves, leaves due to military or non-military service or other substantial leaves will be considered.

An appointment will be based on an overall evaluation of the applicant's potential for development and competences in relation to the necessary qualities to successfully carry out the tasks of the position.

5. LANGUAGE SKILLS

The administrative language of Åbo Akademi University is Swedish. Language requirements at Åbo Akademi University are defined in 78 § of the University Act (558/2009) and in the Åbo Akademi University internal language instructions (accepted by the University Board 25 February 2010). To be eligible for a teaching appointment it is possible for an applicant to demonstrate the required language skills after the set application deadline has passed, if this will not delay the recruitment process.

Requirements for native Finnish citizens

For teaching and research positions at Åbo Akademi University the appointee is required to demonstrate excellent knowledge of Swedish and sufficient knowledge of Finnish. Excellent knowledge of Swedish is proved if

- 1) The appointee has received his/her school education in Swedish and has passed a written exam as part of a Bachelor's or Master's degree
- 2) The appointee has passed the Åbo Akademi University test in Swedish
- 3) The appointee has passed the national language test in Swedish with the mark excellent oral and written knowledge of Swedish, in accordance with the regulations for assessment of the required knowledge of Finnish and Swedish within the public administration, as defined by the law (481/2003).

If the appointee has passed a national Swedish-language test at level 6, the language skills must be proven in an additional language test in Swedish arranged by the Language Board of Åbo Akademi University.

Oral and written knowledge of English is also necessary for managing the duties of the tenure track-position successfully.

Requirements for foreigners and non-native Finnish citizens

Language requirements for foreigners and non-native Finnish citizens are decided on by the university. Foreigners and non-native Finnish citizens are exempt from the requirement to have knowledge of Swedish and Finnish and will be eligible for the position. However, as the administrative and teaching language of the university is primarily Swedish, the person appointed should acquire such knowledge of Swedish during his or her employment, that he or she will be able to participate successfully in administrative tasks in Swedish in the future. When assessing knowledge of Swedish for advancement (after 3, or 4 years), the Faculty together with the Language Board of Åbo Akademi University will decide whether the knowledge is sufficient. Support for acquiring language skills in Swedish will be offered by the Faculty.

Oral and written knowledge of English is also necessary for managing the duties of the tenure track position successfully.

5 APPLICATION

The application for the tenure track-position should be addressed to the Rector of Åbo Akademi University. Details about the application deadline and the address to which the application should be sent are available in a separate advertisement.

The application should include the following enclosures (in English):

- An academic portfolio principally following the instructions on the university website:
<http://web.abo.fi/personal/uniportfolj/anvisningarforuniportfolj.pdf>

(in Swedish)

http://web.abo.fi/personal/academic_portfolio.pdf (in English)

The Academic portfolio can exceed the recommended size. To the university portfolio should be added enclosures, a list of publications, certified copies of degree diplomas, copies of certificates of other merits and qualifications.

- A maximum of five publications in proof of the applicant's competence. The chosen publications should be marked in the list of publications.
- Documentation of the applicant's ability to lead research and other activities, obtain research-funding, as well as experience of doctoral education, including supervision of doctoral theses.
- A research plan (max. 12 s.) for the employment as Assistant/ Associate Professor.
- A description of the applicant's view on the position applied for and how the applicant plans to carry out the duties of the position successfully. The description should also include a reflection on the development of the subject (max. 3 pages).
- Contact details of the applicant (telephone number, e-mail address, and postal address).
- Contact details of three references, who may be contacted by the appointment committee.

6. THE EXPERT EVALUATORS AND THEIR TASKS

The Faculty Council will upon a proposal of the appointment committee select three expert evaluators to give a written assessment about the applicants and their qualifications and merits. In the choice of experts, the different schools within the subject field represented by the applicants will be taken into account. Also in other respects, an objective evaluation will be observed.

Before the expert evaluators are appointed, the applicants will be given an opportunity to comment on any legal challenges with regard to the expert evaluators' eligibility. The comments must be submitted within 14 days from the time the possibility to comment has been offered the applicant. The possibility of legal restrictions on eligibility is stated in 27-29 § of the Administrative procedure Act (434/2003).

The expert evaluators will submit separate statements. The statements should be submitted within two months after the expert evaluators have been chosen unless otherwise specified. The evaluations provided by the expert evaluators should be motivated for the applicants they find to be most qualified for the position. The experts will give statements concerning the applicants for all levels requested by the appointment committee in accordance with the written directions. Within each level, the experts shall place the applicants in order of preference. The expert evaluators must not participate in the further handling of the recruitment process after they have submitted their statements.

7. PROOF OF TEACHING SKILLS AND INTERVIEW

The applicants who by the recruitment committee are considered most eligible for the position can be offered the possibility to give proof of their teaching skills. Information about a possible teaching test is given later. Separately or in connection with a possible teaching test, an interview will also be arranged.

8. PROPOSAL FOR APPOINTMENT OR DISCONTINUATION

After receiving the statements from the expert evaluators, the recruitment committee will decide on which applicants to invite for interviews and teaching tests. Based on the written evaluation given by the recruitment committee, the Faculty Council will make an assessment on the applicants' qualifications for the position, and to which level the appointment should be made. The Faculty Council makes a proposal of appointment to the Rector, or if none of the candidates is found to be qualified, proposes that the employment process is discontinued.

A decision regarding qualifications and a proposal for appointment can also be made even if not all of the expert evaluators have submitted their statement, if

- the deadline for submitting the statement has passed
- statements have been received from at least two expert evaluators
- it is found that the remaining statement can be omitted without compromising an objective evaluation of the applicants.