



Unofficial translation

Åbo Akademi University is an internationally acknowledged research university with an extensive responsibility for providing education in Swedish in Finland. With its strong Nordic ties, Åbo Akademi University has an acclaimed and recognized position within research and education both nationally and internationally.

Appointment plan for an Associate Professor (tenure track) or a Professor in Biochemistry

The Faculty of Science and Engineering at Åbo Akademi University provides education within natural sciences, biosciences, pharmacy, chemical engineering and information technology. The subject of Biochemistry contributes to the education within the Bachelor's and Master's programme in Biosciences, is a part of the Scientia Aboensis collaboration with the University of Turku focusing on joint education within natural sciences, and takes part in the Finnish government's key project Jobitti that develops the biomedical education.

The associate professor or professor position in Biochemistry is placed in the subject of Biochemistry within the biosciences at the Faculty of Science and Engineering.

The subject of Biochemistry focuses on biological molecules and their complex roles in life's biological processes. Biochemistry contributes expertise on the chemical context of biological macromolecules, natural ligands and synthetic ligands for research within the strategic area of Drug Discovery and Diagnostics (DDD) – a joint effort with the University of Turku. Molecular interactions and triggered functions and functional changes are central to these processes, both in health and disease states. Research activities carried out within the subject are active and internationally renowned and focal research areas include, in particular, lipid and membrane biochemistry, structural bioinformatics, algal toxins and water quality and safety, and molecular biology of transcription factors at the moment.

The staff members include, apart from the holder of the relevant tenure track position, a professor, three senior lecturers, a university teacher and a researcher. In addition, Biochemistry has fixed-term employed project researchers, doctoral students and other staff through externally funded projects.

1. The field of activity

The field of activity for the position is biochemistry with an emphasis on experimental biochemistry. Applications within all subfields of biochemistry are encouraged.

In the Personnel Guideline for Åbo Akademi University (17 August 2017, revised 24 January 2019) is generally stated the associate professors' and professors' duties and tasks. Associate professors' tasks include conducting independent research, leading research projects and procuring research funding. Associate professors participate in teaching and supervision in general a third of the working time. A professor's tasks include scientific research and the provision of research-based

education. A professor's tasks also include leading and developing research and teaching activities, rising funding for research and participating in national and international co-operation within one's field of responsibility.

2. Employment within the tenure track career system

An **Associate Professor** on the second level of the tenure track career system is employed for a period of 4 years. Successful evaluation and undeniably established competence as professor facilitate advancement to the next level. Alternatively, the employment term can be extended by 2 years.

A **Professor** (the highest level of the tenure track system) is employed with a permanent contract.

Åbo Akademi University agrees to offer the recruited individual the opportunity to advance to the next level by setting clearly defined goals for each stage. Decisions on possible advancement to the next level are made within an agreed timeframe, thus enabling the employees to evaluate and plan their career. The idea is that the individual employed on the tenure track 2 shall have the ability to advance through the tenure track career system to the highest level, which is also considered in the employment decision. The evaluation process is initiated a minimum of one year before the fixed-term employment contract ends.

At the beginning of an employment as Associate Professor, the 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 Dean decides on the general and specific targets for each stage of the tenure track within 2 months from the start of the employment. The set criteria shall be considered at the assessment carried out before making a decision about continuation of the employment. In the assessment for advancement to the next level, attention is paid, among other things, to the scientific research carried out during the period of employment, including scientific publications, and the raising of research funding. In addition, experience in teaching and supervision, contribution to pedagogical development as well as international assignments will be evaluated. When needed, Swedish skills will be included in the assessment.

More information about the tenure track career system is available in the Personnel Guideline for Åbo Akademi University (17 August 2017, revised 24 January 2019).

An individual salary system is applied at Åbo Akademi University. The requirement level of the employment depends on the appointee's qualifications and merits. In addition, a salary component based on individual work performance is added to the salary.

Teachers and researchers have a total working time of 1,612 hours per year. The detailed work tasks are defined in an annual work plan.

A recruitment committee has been appointed by the Dean of the Faculty to support the decision-makers, i.e., the Dean and the Faculty Board, during all stages of the recruitment process. The composition and duties of the recruitment committee are stated in Article 12 of the Personnel Guideline for Åbo Akademi University (17 August 2017, revised 24 January 2019).

3. Qualification criteria for the tenure track position

An **associate professor** is required to have a doctoral degree, considerable research experience, potential to lead research teams and acquire research funding, experience from international research collaboration and formal pedagogical competence.

A **professor** is required to have a doctoral degree, solid scientific and formal pedagogical competence, ability to lead research projects and acquire research funding, experience from international research collaboration and leadership skills.

4. Evaluation criteria

Scientific competence 60 %

In the evaluation of scientific competence, the quality of the applicant's scientific publications and other research results, ability to lead research projects, as well as experience in international research or international assignments will be assessed. Particular attention in the evaluation of scientific competence for the position in question will be paid on the applicant's international publications and recent development in publishing activities as well as the ability to obtain external research funding. Participation in postgraduate education and supervision of doctoral candidates is considered a merit.

Pedagogical competence 30 %

In the evaluation of teaching skills, documented pedagogical education, acquired practical teaching experience especially through the supervision of theses on all levels of education, ability to produce learning materials as well as other merits in teaching will be taken into account, in compliance with Rector's decision on pedagogical skills (20 June 2012). The results of a possible teaching demonstration will also be considered.

Interactive competence 10 %

For the assessment of interactive competence, attention is paid to administrative experience, co-operative skills, the ability to interact with the surrounding society, as well as international collaboration within the relevant field. The evaluation is based on a review of submitted documentation and interviews conducted in connection with the recruitment process.

In weighing the applicant's competence, the scientific merits account for 60 %, pedagogical competence for 30 % and interactive skills for 10 % of the evaluation. When assessing the applicant's merits, the time elapsed since taking the Doctor's degree as well as any leaves of absence such as maternity, paternity or parental leaves, military or non-military service or other leaves for a good reason will be considered.

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

Language skills

The administrative language of Åbo Akademi University is Swedish. To be considered for a position, 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 process.

Language requirements for teachers at Åbo Akademi University are prescribed in Section 78 of the Universities Act (558/2009), and in the Guideline for proficiency in Swedish and Finnish required of teachers at Åbo Akademi University (approved by the University Board on 25 February 2010).

Requirements for native Finnish citizens

For teaching and research positions at Åbo Akademi University, excellent proficiency in Swedish and the ability to understand Finnish are required. Excellent proficiency of Swedish is proved if:

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

If the applicant 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.

If the certificate of passing the language test for state administration or a national language test is more than 10 years old, the language skills shall be demonstrated before the Language Board of Åbo Akademi University.

Oral and written knowledge of English is necessary for managing the duties of a position successfully.

Requirements for foreigners and non-native Finnish citizens

Foreigners and non-native Finnish citizens can be exempted from the requirement to have proficiency in Swedish and Finnish and still be eligible for the tenure track position as associate professor/professor. However, as the administrative and teaching language of the university primarily is Swedish, the person appointed is recommended to acquire such knowledge of Swedish that he or she will be able to participate successfully in administrative tasks in Swedish in the future.

Oral and written knowledge of English is necessary for managing the duties of a position successfully.

5. Application

For a tenure track position, a written application is needed which, together with attachments, should be submitted electronically. The application should be addressed to the Rector of Åbo Akademi University. Details about the application deadline is available in a separate announcement. Attachments to the application should be in English.

The application documents should include the following:

- An academic portfolio (drawn up in English) in compliance with the applicable instructions published on the Website of Åbo Akademi University, with the exception that the portfolio may exceed the recommended size. The instructions are available at: https://www.abo.fi/wp-content/uploads/2019/05/academic_portfolio.pdf (in English). A list of publications, copies of degree diplomas, copies of certificates of other merits and qualifications should be included in the academic portfolio as attachments.
- A maximum of 10 publications that the applicant has chosen to demonstrate his or her competence. The selected publications should be marked in the list of publications. The publications should be submitted electronically.
- A concise research plan (max. 5 pages).
- A description of the applicant's view on the assignment and how the applicant plans to successfully manage the tasks, as well as reflection on the development of the subject area (max. 5 pages).

- The applicant's contact details (phone number, e-mail and postal address) and contact details to three referees, whom the appointment committee may contact, if necessary.

6. Demonstration of teaching skills and interview

The applicants who by the recruitment committee are considered most qualified for the position can be offered the possibility to demonstrate their teaching skills. Information about a possible teaching demonstration will be given later. The recruitment committee will also arrange an interview either separately or in connection with the possible teaching demonstration.

7. The expert evaluators and their tasks

Upon a proposal of the recruitment committee, the Faculty Board will appoint three expert evaluators to give a written assessment about the applicants and their qualifications and merits. In selecting the experts, the different schools within the subject field represented by the applicants should be taken into account. Also in other respects, objectivity will be observed.

Before the expert evaluators are appointed, the applicants will be given an opportunity to comment on any legal challenges or other aspects as stated above with regard to the possible expert evaluators' eligibility. The comments must be submitted within 14 days from the time the possibility to comment on the intended expert evaluators has been offered to the applicants. Provisions concerning the possibility of legal restrictions on eligibility are stated in sections 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 appointed, unless special circumstances justify that the statement is delayed. The expert evaluators are required to give motivated statements for the applicants they find as being the most qualified for the position. The experts shall give their motivated statements concerning the applicants for all tenure track levels as requested by the recruitment committee. Within each level, the expert evaluators shall place the applicants in ranking order. The expert evaluators must not participate in the further handling of the recruitment process after they have submitted their statements.

8. Proposal of appointment or decision on discontinuation

After receiving the statements from the expert evaluators, the recruitment committee will decide on which applicants to invite to interview and teaching demonstration. On basis of the written statement given by the recruitment committee, the faculty board decides on the most qualified for the position. The faculty board makes a proposal of appointment to the rector, or if none of the candidates is found to be qualified, proposes the 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, and
- statements have been received from at least two expert evaluators, and
- it is found that the remaining statements can be omitted without compromising an objective evaluation of the applicants

Appointment plan approved by Rector on 12.5.2020.

Moirä von Wright
Rector