

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 a Professor in Law with focus on self-government and autonomy

The Parliament of Finland has, on the occasion of the 100th anniversary of the self-government of Åland, decided to grant 1,300,000 euro to Åbo Akademi University for the establishment of a temporary donation professorship. According to the Parliament's decision, the donation shall be used for expenses for the remuneration of a fixed-term professorship in research on self-government and autonomy in the subject of law and for other direct expenses in connection with the professorship in 2023-2032. The donation professorship is to begin by 2023 at the latest. At the Faculty of Social Sciences, Business and Economics, the University therefore opens a fixed-term position as Professor in Law with focus on self-government and autonomy, for the period 1.8.2023-31.12.2032.

Åbo Akademi University has been granted full educational rights in Law, beginning 1.8.2023. The various disciplines of law will be responsible for teaching courses on basic, intermediate and advanced levels as well as on the postgraduate level, and for supervision of theses at all levels. Research within public law at Åbo Akademi University has since the 1970s produced a large number of analyses regarding Åland's self-government and autonomy, and the intention is that the position will further strengthen this orientation and also contribute to the Minority Research profile area at Åbo Akademi University.

The position will be situated within the Law School of the Faculty of Social Sciences, Business and Economics (the name is to be expanded with an explicit reference to law). This means that teaching within the position is integrated into the study programme in law based on topics such as the rule of law, human rights and minority rights, however, tuition can also be given within other study programmes at Åbo Akademi University, University of Turku, and if necessary also at other universities in Finland. However, the granted donation on which the position is based is not included in the financing calculation that Åbo Akademi University's application for expanded right to educate within the field of law from 1.8.2023 is based on.

The staff at the Law School consists of a professor of private law, a university teacher in private law and a university teacher in law; a professor of public law and a university lecturer in public law; a professor of constitutional and international law, a professor of international law, especially in migration and minority research, a senior university lecturer in constitutional and international law and a university lecturer in international law. In addition, the staff at the Institute for Human Rights and several fixed-term positions including a professor of the law of the sea and doctoral researchers, are part of the activities of the Law School. The staff will be expanded with several new positions.

1. The position and its field of activity

A professor shall carry out and oversee scientific research, provide research-based tuition, follow developments in science, and participate in societal interaction and national and international cooperation in his or her field, in accordance with the Universities Act (558/2009).

The appointee is expected to conduct research and provide research-based tuition in the fields of self-government and autonomy. As the donation honours Åland's self-government and its centenary, Åland's self-government and the law of the Åland Islands in its societal context constitute a focus area for the position. However, the activities within the position also include a comparative and international dimension regarding territorial autonomy which can be supplemented by considering non-territorial forms of autonomy and self-government, including the self-government of the Sámi people. Other forms of self-government, such as municipal and regional self-government, can also be part of the activities within the position.

Åbo Akademi University Regulations on Personnel contains general provisions on a professor's duties and tasks.

2. Employment

The employment period is 1.8.2023-31.12.2032, or starting later in 2023 according to agreement.

An individual salary system is applied at Åbo Akademi University. Salaries are determined according to Chapter 6 in the General collective agreement for universities. 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. The requirement levels for a professor are within the interval of 8-11.

Teaching duties for a professor are defined within the scope of the total working time system according to Chapter 5, Section 5 in the general collective agreement for universities. Teachers and researchers have a total working time of 1,612 hours per year. For each academic year, a work plan allocating the 1,612 hours to various fields of duty is formulated.

A recruitment committee is appointed by the Dean of the Faculty to support 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 11 of the Åbo Akademi University Regulations on Personnel (approved by the Åbo Akademi University Board 1.4.2022).

3. Qualification criteria

A professor is required to have a doctoral degree, solid research competence and ability to provide high-quality research-based tuition and supervision; ability to lead research projects and acquire research funding; experience from international research, and collaboration and leadership skills.

4. Evaluation criteria

Scientific competence

When evaluating the applicant's qualifications, the applicant's scientific publications and other qualitative research results, experience of successfully completed doctoral supervision, ability to lead research projects, obtain research funding and experience of international research work and expert assignments will be considered.

Pedagogical competence

In the evaluation of teaching skills, e.g. the following will be considered: applicant's approach to teaching and learning, pedagogical training, teaching and supervision experience relevant for the position, course evaluations and assessment of the applicant's teaching, and participation in evaluation and pedagogical development. The results of a possible teaching demonstration will also be considered.

Leadership and collaboration

When assessing leadership and collaboration, leadership skills and administrative experience as well as the ability for collegial collaboration, collaboration with the surrounding society and participation in international activities within one's field are considered.

Merits are assessed in the following priority order: scientific competence, pedagogical competence, leadership and collaboration. 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.

The evaluation is based on a review of written documentation, interviews, and a possible teaching demonstration. The teaching demonstration is public.

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.

The recruitment and evaluation takes place in accordance with the Åbo Akademi University principles on equality and equal treatment. Åbo Akademi University is working for equal gender distribution and diversity in all staff categories.

5. Language skills

The administrative language of Åbo Akademi University is Swedish. Teaching within the subject is given in Swedish and English. For the successful execution of the position as **Professor in Law with focus on self-government and autonomy**, knowledge in Swedish and English is required.

The provisions on teachers' language skills are prescribed in their entirety in Section 78 of the Universities Act and in Sections 1 and 2 of the Guideline for proficiency in Swedish and Finnish required of teachers at Åbo Akademi University (25.2.2010).

Applicants who do not have a certificate of their knowledge of Swedish can be given the opportunity to take a language test arranged by the Language Board of Åbo Akademi University. 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.

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.

Language requirements for foreigners and non-native Finnish citizens

Åbo Akademi University decides on the requirement for proficiency in Swedish and Finnish for foreigners and non-native Finnish citizens. Foreigners and non-native Finnish citizens should demonstrate such knowledge of Swedish that is required for managing the duties of the position successfully. The Faculty decides, in consultation with the Language Board, for each applicant whether he or she possesses sufficient language skills.

The Faculty has decided that applicants for the position as Professor can be exempted from the requirement of understanding Finnish and be eligible for employment.

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

6. Application

The position must be applied for in writing and addressed to the Rector of Åbo Akademi University. Details about the application deadline is available in a separate announcement.

The following appendices (in English) should be attached to the electronic application form:

1. Cover letter
2. A curriculum vitae (CV) for researchers and a complete list of publications in compliance with the TENK model (The Finnish National Board on Research Integrity) <https://tenk.fi/en/advice-and-materials/template-researchers-curriculum-vitae>
The list of publications should be compiled according to the classification made by the Ministry of Education and Culture: <https://koodistot.suomi.fi/codescheme;registryCode=research;schemeCode=julkaisutyypiluokitus>
3. A separate list of a maximum of 10 publications that the applicant has chosen to demonstrate his or her competence. The publications should be available electronically by providing links to the publications in the list of publications or

uploading them to a separate system for file transfer.

4. A research plan (max. 5 pages)
5. A teaching portfolio. Instructions for the portfolio are available at https://web.abo.fi/befattningar/Pedagogical_portfolio2021.pdf
6. A description on the applicant's view on leadership (max. 2 pages)
7. Contact details to three referees, whom the recruitment committee may contact, if necessary
8. Copies of degree diplomas and possible language certificates.

7. The expert evaluators and their tasks

Upon a proposal of the recruitment committee, the Faculty Board will appoint at least two 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 one month 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 expert evaluators must not participate in the further handling of the recruitment process after they have submitted their statements.

8. Demonstration of teaching skills and interview

The applicants who the recruitment committee primarily considers suitable for the position may be given the opportunity to demonstrate their teaching skills. Information about a possible teaching demonstration will be announced later. An interview will also be held, either separately or in connection with the possible teaching demonstration.

9. Proposal of appointment or decision on discontinuation

After the expert statements have been obtained, the Faculty Board shall assess the eligibility of the applicants who are considered qualified for the position and make a proposal of appointment to the Rector, or propose the process is discontinued.

A decision on eligibility and 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, set by the faculty board, 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.