



Approved by the Faculty Board, 15.2.2023

Unofficial translation

### **Appointment plan for a Professor or Associate Professor (Level 2) in Information Technology (Tenure track)**

Åbo Akademi University (ÅAU) opens a position as Professor or Associate Professor (Level 2) in Information Technology within the tenure track career system. The appointed person can, depending on their experience and competence, be appointed as Professor or as Associate Professor (Level 2). An employment as Professor is continuous, whereas an employment as Associate professor (Level 2) is fixed term, with the possibility of advancement to a full professorship and permanent employment.

The position is part of the study programme in Information Technology at the Faculty of Science and Engineering (FNT). The faculty develops solutions and processes for a sustainable society. Our research is done in cooperation with the industry, research institutes and other universities both in Finland and abroad. The faculty is located in Turku and Vaasa.

The study programme today consists of two subjects, Computer Engineering and Computer Science, and the education leads to either a Master of Science degree in Computer Science or a Master of Science (Technology) degree in Computer Engineering. The research in Information Technology focuses on producing software-based solutions that support industry and digitization of the society. Central application areas are industrial internet and mission-critical systems. More information about the research within the subject cluster are available in the research portal of ÅAU:

<https://research.abo.fi/en/organisations/information-technology-common>

#### **1. The field of activities and tasks of the position**

According to the Universities Act (558/2009), a professor shall carry out and oversee scientific work, provide research-based tuition, follow developments in science, and participate in societal interaction and international cooperation in the field.

The position is placed at Vaasa campus with responsibility for the master's programmes in Information Technology. The master's programs have their focus on industrial internet. The programs collaborate with the laboratory of Energy Technology at FNT in Vaasa, which also provides an opportunity to specialize in applications for the energy industry.

The position's area of responsibility includes teaching and research in information technology with an emphasis on digitization of industry and wider society to create

sustainable solutions. The research area aims, among other things, to develop innovative digital solutions to enable sustainable energy systems in collaboration with Energy Technology in Vaasa. An interesting area of development is digital solutions for the health and welfare field.

The professor is expected to contribute to the development of higher education and research in information technology at Åbo Akademi University.

Administrative tasks may be part of the duties. The tasks also include the procurement of research funding and participation in national, Nordic and further international collaboration within the field and contribution to the overall research environment of the Faculty.

The [Regulations on Personnel](#) of Åbo Akademi University (approved 1.4.2022) states the general duties and tasks of professors. Associate Professors within the tenure track system are usually required to contribute to teaching and supervision, no more than one third of the total working time (Article 13).

## **2. Employment**

The employment starts 1.10.2023 or as agreed.

Professors are employed on a permanent basis. An Associate Professor (Level 2) within the tenure track system is employed fixed term for a period of four years. The successful evaluation of an Associate Professor who indisputably fulfils the qualification requirements of a Professor facilitates an advancement to the next level, i.e. an employment as Professor with a permanent contract. Alternatively, the employment period for the Associate Professor (Level 2) may be extended by two years.

Åbo Akademi University agrees to offer an appointed Associate Professor (Level 2) 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 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 (Level 2), the criteria for successful work performance will be defined. The goals are stated in a separate appendix to the employment contract. The stated goals will be taken into consideration at the conducted evaluation before a decision on the continuation of employment is made. In the evaluation for advancement, the scientific research carried out by the appointee during the period of employment, including scientific publications and the ability to obtain funding for research, are taken into consideration. Attention will additionally be paid to experience in teaching and supervising, participation in pedagogical development and international assignments. If necessary, an evaluation of the appointee's knowledge of Swedish may also be included. The tenure track career system at Åbo Akademi University is defined in Article 13 in the Regulations on personnel.

All personnel at Åbo Akademi University are employed under an employment contract. Professor and other teaching and research staff have a total working time of 1,612 hours per year in accordance with the general collective agreement for universities chapter 5, 5§.

The work tasks and hours are defined in an annual work plan before the coming academic year.

An individual salary system is applied at Åbo Akademi University. The salary setting for a Professor and an Associate Professor (Level 2) is according to 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 location of work is Vaasa. In the case of new employment, a trial period is applied.

### **3. Qualification requirements**

Personnel to be employed shall have such an education and experience as is required for the successful execution of the relevant tasks and duties.

In addition to a doctoral degree, Professors are required to possess solid scientific competence along with the ability to provide qualitative, research based instruction and supervision, the ability to lead research projects and raise funding for research, experience in international research, and collaborative and leadership skills.

An Associate Professor (Level 2) is required to hold a doctoral degree as well as possess solid experience in research, the potential to lead research groups and raise funding for research, and experience in international research. Moreover, teaching skills are required.

### **4. Evaluation criteria**

In weighing the applicant's competence, the scientific merits account for 50 %, pedagogical competence for 30 % and collaboration and interactive skills for 20 % 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.

#### ***Scientific competence***

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. In the evaluation of scientific competence industrial experience as well as the ability to obtain external research funding is also taken into account. Participation in postgraduate education and supervision of doctoral candidates is considered a merit.

For an Associate Professor (Level 2), experience of supervision of a doctoral thesis is considered especially meritorious. In addition to this, the applicant must show experience of applying and acquiring research funding. A professor is required to have been at least second supervisor of a finished doctoral thesis. For a professor, experience of applying for national and international research funding as principal investigator is seen as especially meritorious

### ***Pedagogical competence***

In the evaluation of teaching skills, the following will be considered: applicants' approach to teaching and learning, pedagogical training, teaching and supervision experience, 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***

In the evaluation of collaboration and interactive competence, attention is paid to leadership and administrative experience, documented ability to collegial and interdisciplinary collaboration, as well as national and international collaboration within one's field.

The evaluation is based on a review of submitted documentation and interviews as well as possible teaching demonstrations conducted in connection with the recruitment process. Teaching demonstrations are open to 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 will be 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. In addition to knowledge of Swedish, knowledge of English is important for managing the tasks. Teaching within the field is given in Swedish and English.

Applicants who do not yet have a certificate of their Swedish language skills can demonstrate their skills and, if necessary, take a language test arranged by the ÅAU Language Board. Applicants who demonstrate the required language skills after the set application deadline has passed can also be considered, if this will not delay the administration of the recruitment process.

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

### ***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.

### ***Requirements for foreigners and non-native Finnish citizens***

Foreigners and non-native Finnish citizens are exempted from the requirement to have proficiency in Swedish and Finnish and still be eligible for the tenure track position as Professor/Associate Professor (Level 2). Knowledge of Swedish is meritorious. However, as the administrative and teaching language of the university primarily is Swedish, the person appointed is expected to acquire such knowledge of Swedish that they will be able to participate successfully in teaching in Swedish and administrative tasks in the future.

## **6. Application**

A written application is required. Details about the application deadline is available in a separate announcement.

The application documents should include the following in English:

1. A curriculum vitae (CV) in compliance with the TENK model (The Finnish National Board on Research Integrity, <https://tenk.fi/en/advice-and-materials/template-researchers-curriculum-vitae>) Including a complete list of publications (instructions are available at <https://www.abo.fi/en/about-abo-akademi-university/come-work-with-us/instructions-appendices-in-applications-research-and-teaching-staff/>)
2. A teaching portfolio. (Instructions for the portfolio are available at [https://web.abo.fi/befattningar/Pedagogical\\_portfolio2021.pdf](https://web.abo.fi/befattningar/Pedagogical_portfolio2021.pdf))
3. A separate list of a maximum of 10 publications, including links to the publications, that the applicant has chosen to demonstrate their competence.
4. A research plan including the applicant's view on the assignment, own industrial competence, future visions and leadership (max. 4 pages).

Applicants may be asked to supplement their application with copies of degree diplomas, language and other certificates as well as contact details to referees, whom the recruitment committee may contact after the application period has ended.

## **7. Recruitment committee and expert evaluators**

A recruitment committee has been appointed by the Dean to support the Dean and the Faculty Board at all stages of the recruitment process. The composition and duties of the recruitment committee are stated in Article 11 of Regulations on Personnel.

In response to the recruitment committee's proposal, the Faculty Board will appoint at least two external expert evaluators to offer a written assessment concerning the applicants' qualifications and merits. In selecting the experts, the breadth of the subject and core areas covered by the position will be taken into account. Also in other respects, objectivity will be observed.

Before the appointment of expert evaluators, 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. Comments must be submitted within 14 days of the time in which the proposed choice of expert evaluators has been made available 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 expert evaluators shall give motivated statements for the applicants they find most qualified for the position. The expert evaluators shall also place the applicants in ranking order. The expert evaluators shall give motivated statements for the applicants in relation to the tenure track levels and following the recruitment committee's directions. The expert evaluators shall also place the applicants in ranking order within the respective tenure track level. Unless special circumstances justify the delaying of a particular statement, these are to be submitted within one month following the appointment of the expert evaluators. After the submission of their statements, the expert evaluators may not participate further in the recruitment process.

The recruitment committee conducts interviews with the candidates and rank the ones who are deemed to have the best qualifications for the task at hand. If necessary, the committee will also invite candidates to demonstrate their teaching skills in a teaching demonstration. Information about a possible teaching demonstration in conjunction with the interview will be given later.

## **8. Proposal of appointment or decision on discontinuation**

The recruitment committee's evaluation and proposal are presented to the Faculty Board. The Faculty Board will prepare the matter and make a proposal for employment or a decision to discontinue the process to the Rector with the support of the committee's statement.

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

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*Åbo Akademi University (ÅAU) is an internationally acknowledged research university with an extensive responsibility for providing education in Swedish in Finland. At Åbo Akademi*

*University, we offer research and education in humanities, pedagogics and theology to social sciences, business, natural sciences, and technology including systematic, high level and supervised doctoral training. Our special research profile areas are Minority Studies, Solutions for Health, Technologies for a Sustainable Future and The Sea. The doctoral studies at ÅAU are systematic, well-structured and meet the highest standards.*

*Our activities are steered by the values of academic tradition in terms of freedom of research and education as well as ethical responsibility. We are a workplace that recognises and utilises the knowledge and competences of the staff and students. We value and endeavour diversity, inclusion, equality, health and sustainability in all our activities as well as continuous wellbeing and career possibilities for staff.*

*Established over 100 years ago, ÅAU operates at the historical campus in Turku and Vaasa. With our 5,700 graduate and postgraduate students and 1,100 employees, we are an international and unique university. Join us and work for a better world!*

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*Do research with us: <https://www.abo.fi/research-at-aau/>*