

## **Appointment plan for a position as Professor or Assistant Professor/Associate Professor (tenure track levels 1 and 2) in Commercial Law**

Åbo Akademi University (ÅAU) opens a position as professor or associate professor/assistant professor in commercial law within Åbo Akademi University's tenure track system. Depending on the experience and competence, the employee can be appointed as professor, associate professor on level two or assistant professor on level one within the tenure track system. An employment as professor is permanent while an employment as associate professor or assistant professor, offers the appointee an opportunity to advance to the following tenure track level and permanent employment as professor.

The position is placed at the [study subject Law](#) at the Faculty of Social Sciences, Business and Economics, and Law. The Faculty provides education in business administration, social sciences, and law. At Åbo Akademi university you may study Law (in Swedish) within the Degree Programme in Law and the Master's Programme in Law as well as pursue doctoral studies. Read about ongoing research in Åbo Akademi University's research database: <https://research.abo.fi/en/organisations/law>

### **1. The field of activity and description of the work tasks**

The field of activity of the position is commercial law. The position holder shall conduct scientific research and teach in the field of commercial law.

The position holder shall contribute to the development of the activities in accordance with the profile of the subject cluster and in accordance with the overall mission of the degree programme. The tasks include obtaining research funding and participating in national, Nordic and international cooperation within the field of activity, as well as contributing to the faculty's overall research environment. The tasks include project management and responsibility for the development of teaching within the field of activity, supervision at all levels of education and administrative tasks. The focus of the tasks depends on the career level of the employment.

In the [Regulations on Personnel at Åbo Akademi University](#) is generally stated a professors duties and tasks. 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 his or her field in accordance with the [Universities Act](#) (558/2009)

Assistant professors and associate professors participate in teaching and supervision in general a third of the working time.

### **2. Employment**

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The employment will start on 1.8.2025 or as agreed.

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

An associate professor (Level 2) is employed fixed term for four years. Successful evaluation and undeniably established competence as a professor facilitate advancement to professor. Alternatively, the employment as associate professor can be extended by two years.

An assistant professor (Level 1) is employed fixed term for three years. Successful evaluation facilitates advancement to the second level of the tenure track system. Alternatively, the employment as assistant professor (Level 1) can be extended by two years.

For persons appointed on level one or two as assistant professor or associate professor, Åbo Akademi University offers the opportunity to advance to the next level by setting clear goals for each stage. Decisions on a possible advancement to the next level are made within an agreed timeframe, thus enabling the employee to evaluate and plan the career.

When an appointment on tenure track levels one or two begins, the criteria for advancement to the next level are defined and set. The goals to be reached are specified in a separate appendix to the employment contract. The set criteria shall be considered in the assessment that is carried out before deciding on advancement to the next tenure track level. The evaluation process is initiated a minimum of one year before the fixed term employment contract ends. 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 13§ in the Regulations on Personnel at Åbo Akademi University (1.4.2022).

Teachers and researchers have a total working time of 1,612 hours per year in accordance with the university collective agreement, chapter 5, 5§. A work plan is drawn up for each academic year in which the hours are divided into different task areas.

Salary setting for professors and associate professors/assistant professors (tenure track) and follow the collective agreement of the 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 place of work is Turku, Finland. A trial period of 6 months is applied.

### **3. Qualification requirements**

The person appointed to the position must have the education and experience required for successfully managing the tasks.

A professor is required to have a doctoral degree, 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 to 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.

An Assistant Professor (Level 1) is required to hold a doctoral degree. As a rule, the time elapsed since receiving the doctoral degree should not exceed four years. In addition, teaching skills are required.

#### **4. Evaluation criteria**

In the assessment of the applicant's competence, priority is given to scientific competence (50%). In addition, pedagogical competence (30%) and leadership and collaboration (20%) are also assessed. When assessing the qualifications, the time from the completion of the doctoral degree is taken into account, as well as absences due to maternity, paternity and parental leave, military or non-military service or other weighty reasons.

##### **Scientific competence 50%**

In the evaluation of scientific competence, the quality of the applicant's scientific publications and other qualitative research results, experience of doctoral supervision, the ability to lead research projects, obtain research funding, and experience of international research work and expert assignments are considered. Competence in digital EU regulation is considered a merit.

- When assessing scientific competence in the recruitment of a professor, documented success in leading research projects, acquisition of research funding and supervision of doctoral researchers as main supervisors are considered. For a professor, experience as a main applicant for funding for national and international research projects is particularly meritorious.
- When assessing scientific competence of an associate professor (Level 2), supervision of doctoral researchers is considered meritorious. In addition to this, documented experience of leading research groups and obtaining research funding as well as experience of international research is meritorious. Research merits of associate professor (Level 2) correspond to the scientific merits of a 'Docent'.
- When assessing scientific competence of an assistant professor (Level 1), the presented research plan and the applicant's capacity to conduct the research in question as well as their prior research results shall be taken into consideration.

##### **Pedagogical competence 30%**

In the evaluation of teaching skills, the applicant's approach to teaching and learning, pedagogical training, relevant teaching and supervision experience, course evaluations and assessment of the applicant's teaching, as well as participation in pedagogical development work, are taken into account. Knowledge and experience of digital pedagogy and the ability to use digital tools in teaching are meritorious.

### **Leadership and interactive competence, 20%**

When assessing collaboration skills, leadership skills and interactive competence, attention is paid to administrative experience, documented ability of collegial and interdisciplinary cooperation, of collaboration with the society and of participation in national and international activities in one's field.

The assessment will be based on written documentation as well as on an interview and a possible teaching demonstration. A teaching demonstration is open to public.

The appointment will be based on an overall assessment of the applicant's potential for development and competencies concerning the necessary qualities to carry out the tasks of the position successfully.

The recruitment and evaluation will be in accordance with the Åbo Akademi University principles of 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 in law is offered in Swedish and English. In order to successfully manage the duties of the position, proficiency in Swedish and English is required.

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).

Applicants who do not have a certificate of their knowledge of Swedish can be given the opportunity to take a language test before Åbo Akademi University's Language Board. To be considered for a position, an applicant can demonstrate the required language skills after the set application deadline has passed, as long as this does not delay the process.

#### **Requirements for native Finnish citizens**

For teaching and research positions at Åbo Akademi University, excellent knowledge of Swedish and the ability to understand Finnish are required. Excellent knowledge 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 applicant has passed the national language test in Swedish with the mark of excellent oral and written knowledge of Swedish, as specified in the decree on the requisite proficiency in Finnish and Swedish in state administration (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 or non-native Finnish citizens**

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A foreigner or a non-native Finnish citizen must demonstrate such skills in Swedish that is required for successful performance of the position. The faculty decides, in consultation with the Language Board, for each applicant whether he/she possesses sufficient language skills.

Foreign and non-native Finnish citizen applicants, are exempted from the requirement to understand Finnish and are still eligible for the position.

Oral and written language skills in English are necessary for managing the duties of the position successfully.

## **6. Application**

A written application is required. Details of the application deadline is available in a separate announcement. The application should include the following attachments in English:

1. A cover letter (max. 1 page)
2. 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 following the classification of publication types established by the Ministry of Education and Culture: <https://www.abo.fi/en/about-abo-akademi-university/come-work-with-us/instructions-appendices-in-applications-research-and-teaching-staff/>
3. A separate list of a maximum of 10 publications that the applicant has chosen to demonstrate their competence. The publications should be available electronically and the applicant will provide links to the publications in the list of publications or upload them to a separate system for file transfer.
4. 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)
5. A research plan (max 3 pages).
6. A description of the applicant's view of the assignment, i.e. how the applicant plans to handle the assignment successfully and develop the subject area (max. 2 pages).
7. Copies of doctoral certificates, any language certificates and other certificates.

## **7. The recruitment committee and external evaluators**

An appointment committee is appointed by the dean of the faculty to support the decisionmakers, i.e., the dean and the faculty board, during all stages of the recruitment process. The composition and duties of the appointment committee are stated in Article 11 in the Regulations on Personnel at Åbo Akademi University (1.4.2022).

Upon a proposal of the recruitment committee, the Faculty Board will appoint at least two expert evaluators to give a written assessment of 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 written statements. The expert evaluators must give motivated statements for the applicants they find most qualified for the position. The experts shall also place the applicants in ranking order on each tenure track level. 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 do not participate in the further handling of the recruitment process after they have submitted their statements.

The applicants who, by the appointment 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.

## **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

1. the deadline for submitting the statement has passed, and
2. statements have been received from at least two expert evaluators, and
3. 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.*

*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 5,000 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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