



Approved by the Faculty Board, 20.3.2024

Unofficial translation

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

Åbo Akademi University (ÅAU) opens a position as Professor or Associate Professor (Level 2) in Cell Biology 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 Biosciences and placed at the subject cluster Biochemistry and Cell Biology at the Faculty of Science and Engineering (FNT). The faculty develops solutions and processes for a sustainable society. The research is done in cooperation with the industry, research institutes and other universities both in Finland and abroad.

The research focus areas of the Biochemistry and Cell Biology cluster are cell signalling, cell stress, inflammatory states, tissue damage, tissue regeneration and degeneration, development of modern methods for cell visualization, structural bioinformatics, experimental structural biology, membrane and lipid biochemistry. The research is basic research related to e.g. cancer, infection and inflammatory diseases. The position supports Åbo Akademi University's strategic research profile Solutions for Health and the Research Council of Finland's flagship InFLAMES ([Innovation Ecosystem Based on the Immune System](#)), a joint effort of Åbo Akademi University and University of Turku. InFLAMES' objectives are to perform international immunological research and development to produce break-through knowledge on immunological diseases and identify new targets for diagnostics and medical treatment of acute and long-term immunological diseases. The research of the subject cluster is supported by strong organisations such as [BioCity Turku](#), [Health Campus Turku](#) and [Turku Immunology Center](#), which strengthen the opportunities for collaboration and innovation on campus. The state-of-the-art infrastructures in biovisualisation and structural biology and are part of the [Biocenter Finland](#) network and connected to [Turku BioImaging](#), [EuroBioImaging](#), [Instruct-ERIC](#) and [ELIXIR's 3D BioInfo Community](#). The cluster also has access to advanced and modern infrastructure through [Turku Bioscience Centre](#).

The subject cluster Biochemistry and Cell Biology offers education in biosciences in close collaboration with the subjects Pharmacy, Chemistry and Information Technology. The subject of Cell Biology contributes to the education on Bachelor level in the study

programme in Bioscience with Cell and Molecular Biosciences as main subject, the teacher's line in Biology and the Master's Programme in Biosciences with the main subjects Biochemistry and Cell Biology. The master's programme has close cooperation with University of Turku.

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

The field of activity for the position is cell signalling. The successful candidate will conduct scientific research and teach in the field of cell biology and develop the activities in accordance with the profile of the subject cluster and based on the overall mission of the degree programme.

In addition to this, the tasks also include obtaining research funding, participating in national, Nordic and international cooperation within the field of responsibility, as well as contributing to the faculty's overall research environment.

The tasks include administrative tasks and leadership responsibilities.

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 research, provide research-based tuition, follow developments in science, participate in societal interaction, and in national and international cooperation within one's field of responsibility in accordance with the [Universities Act](#) (558/2009).

An Associate Professor within the tenure track system are usually required to contribute to teaching and supervision, no more than one third of the total working time.

## **2. Employment**

The employment starts 1.1.2025 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 Turku. In the case of new employment, a trial period of six months 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 qualifications, attention will be paid to the quality of the applicant's scientific publications and other research outputs; the applicant's experience of doctoral supervision; their ability to manage research projects, research administration and successfully acquiring external research funding; and experience of international research collaboration or international assignments.

#### ***Pedagogical competence***

In the evaluation of teaching skills, the following will be considered: applicants' approach to teaching and learning, pedagogical training, relevant 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, leadership and interactive competence, attention is also paid to administrative experience, documented ability to collegial and interdisciplinary collaboration, societal impact as well as national and international collaboration within one's field. The evaluation is based on a review of submitted documentation and interviews.

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 and especially encourages female applicants for higher academic positions in those fields of science where women are under-represented.

## **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 can 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. An application 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 (<https://www.abo.fi/en/about-abo-akademi-university/come-work-with-us/instructions-appendices-in-applications-reserach-and-teaching-staff/>)
3. A separate list of no more than 10 publications that the applicant has chosen to demonstrate their competence. The list should include a brief justification for the choice of publications, as well as information about the applicant's contribution in the case of a co-publication. The publications should be available electronically. 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 on the position applied for, i.e. how the applicant plans to carry out the duties of the position successfully and develop the subject (max. 2 pages)
7. Copies of Doctor's degree certificate and language certificates
8. Contact details to three referees, whom the recruitment committee may contact if necessary

## **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 and their 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 two months 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.*

*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 5,900 graduate and postgraduate students and 1,200 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/>*