

## **Appointment plan for a professor of environmental law with a focus on law related to the Baltic Sea**

Åbo Akademi University is announcing a vacancy for a position as Professor of Environmental Law with a focus on law related to the Baltic Sea.

The position is located at the Faculty of Social Sciences, Business and Economics, and Law. The Faculty offers education in business administration, social sciences and law. Information about the subject's research can be found on the following website: <https://www.abo.fi/en/law-research/>

### **1. Field of activity and work tasks**

- The field of activity of the position is environmental law with a focus on law related to the Baltic Sea. The field of activity can encompass international law, EU law and comparative national law as well as multidisciplinary perspectives on the law of the Baltic Sea.
- The professor shall carry out and oversee scientific research in the field of activity
- The professor shall provide research-based teaching and tuition in the field of activity
- The professor shall develop the activities at the department in accordance with the given curriculum and based on the overall mission of the subject cluster and the faculty.
- The professor shall obtain research funding and participate in national, Nordic and international cooperation in the field, as well as contribute to the faculty's overall research environment.
- The professor shall offer academic leadership that serves the diversity of the subject as a whole.
- The professor shall engage in outreach activities and societal collaboration.
- The professor shall engage in administrative tasks and managerial responsibilities.

In the [Regulation for Personnel](#) at Åbo Akademi University is generally stated a professors duties and tasks. A professor shall carry out 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).

### **2. Employment**

The employment starts 1.8.2026 or as agreed. A trial period of six months applies to new

employments.

At Åbo Akademi University, individual salary setting is applied. The salary of a professor follows the salary system of universities in Finland.

Professors and other teaching and research staff, follow the system of total working hours, which in the current collective agreement amounts to 1612 hours per year (Chapter 5, Section 5). Before each academic year, a work plan is drawn up in which the hours are divided into different task areas.

The place of work is Turku.

### **3. Qualification requirements and evaluation criteria**

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. The person should show the capacity to co-operate with colleagues.

In weighing the applicant's competence, the scientific merits account for 50 %, pedagogical competence for 30 % and leadership and collaborative 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 (50%)**

When assessing the applicant's qualifications, the applicant's scientific publications and other qualitative research results, experience in the successful completion of a doctoral dissertation, ability to lead research projects, to obtain research funding, and experience of international research work and expert assignments will be considered.

#### **Pedagogical competence (30 %)**

When assessing teaching ability, the applicant's pedagogical outlook, pedagogical training, teaching and supervision experience relevant to the assignment, course evaluations and evaluation of the applicant's teaching, as well as participation in evaluation and pedagogical development work are taken into account. The results of a teaching demonstration arranged during the recruitment will be considered.

#### **Leadership and collaborative skills (20 %)**

When assessing leadership and collaborative skills, administrative experience as well as the ability for collegiate and multidisciplinary collaboration, societal impact, and participation in international activities in one's field will be considered.

The assessment is based on written documentation and interviews in connection with the recruitment process. Employment is made on the basis of an overall assessment of skills in relation to the applicant's ability to carry out the duties included in the employment.

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.

#### **4. Language skills**

Åbo Akademi University's administrative language is Swedish. In addition to knowledge of Swedish, knowledge of English is also important for the performance of the tasks. Foreign applicants or non-native Finnish citizens are expected to acquire a knowledge of Swedish in the future as specified below. Tuition is given in Swedish and English.

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 applicant 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 Swedish and Finnish for foreign applicants or 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 position. Proficiency in 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.

#### Demonstrating proficiency in Swedish

Applicants who do not have a certificate of their knowledge of Swedish can have their knowledge tested and, if necessary, take a language test before Åbo Akademi University's Language Board. Applicants who have demonstrated the required language skills only after the end of the application period will also be considered, unless this delays the processing of the case.

### **5. Application**

A written application is needed for the position. Details of the application deadline will be announced in the call for applications.

The application documents should include the following attachments in English:

1. Application letter with justification for why you are applying for the position
2. A curriculum vitae for researchers and a complete list of publications modelled on the Finnish National Board on Research Integrity, TENK:  
<https://tenk.fi/en/advice-and-materials/template-researchers-curriculum-vitae>
3. A complete list of publications (see <https://www.abo.fi/en/about-abo-akademi-university/come-work-with-us/instructions-appendices-in-applications-research-and-teaching-staff/>)
4. A separate list of no more than 10 publications that the applicant wishes to refer to, to prove their competence. The list must include a brief justification for the choice of publications and information about the applicant's contribution in the case of a co-publication. The publications must be made available electronically by linking to the publications in the list of publications; through a file-sharing system in which publications are stored; or as a PDF, as an attachment to the application form.
5. An account of future planned research and scientific activities (max 5 pages)
6. An educational portfolio. See instructions:  
[https://web.abo.fi/befattningar/Pedagogical\\_portfolio2021.pdf](https://web.abo.fi/befattningar/Pedagogical_portfolio2021.pdf)
7. A description of the applicant's view of leadership in developing the subject area (max. 2 pages)
8. Copies of doctoral certificates and language certificates of language competence.

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

A recruitment committee is established to assist the dean and Faculty Council at all stages of the recruitment process. The composition and tasks of the recruitment committee are described in detail in section 11 of the Regulations on Personnel.

On the proposal of the recruitment committee, the Faculty Council appoints minimum two experts who submit a written statement on the qualifications and merits of the selected applications. 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 must give motivated statements for the applicants they find the most qualified for the position. The expert evaluators shall place the applicants in ranking order. The expert evaluators are not allowed to participate in the further handling of the recruitment process after they have submitted their statements.

Once the expert statements have been received, the recruitment committee selects which candidates will be invited to a job interview and the opportunity to demonstrate their teaching skills in a teaching demonstration. Information about a possible teaching demonstration in connection with the interview will be communicated to the applicants later.

## **7. 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 recognizes and utilizes the knowledge and competences of the staff and students. We value and endeavor 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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*Do research with us: <https://www.abo.fi/research-at-aau/>*