

Appointment plan for a Professor or Associate Professor (Level 2) in Artificial Intelligence (Tenure track)

Åbo Akademi University (ÅAU) opens a position as professor or associate professor (level 2) in artificial intelligence 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 consists of two subjects, Computer Engineering and Computer Science, and the educations lead to either a Master of Science degree in Computer Science or a Master of Science (Technology) degree in Computer Engineering. More information about the research within the unit is available in the research portal of ÅAU: <https://research.abo.fi/en/organisations/information-technology-common>

1. The field of activity and tasks of the position

The field of activity for the position is machine learning and artificial intelligence. Candidates should have experience in one or several of the following areas:

- Data driven green transition
- Embodied AI (social/humanoid robotics, agents, etc.)
- High performance, energy efficient and low emission algorithms and computer platforms
- Mission critical, secure and resilient software systems
- Modeling and simulation

Work on applications in the bioscience, maritime, and manufacturing industry are an asset.

The successful candidate will conduct scientific research, supervise and teach in the field of information technology and develop the activities in accordance with the profile of the unit and based on the overall mission of the degree programme. In addition to this, obtaining research funding and participating in national, Nordic and international cooperation is expected. Collaboration with both industry and academia is important. The candidate will contribute 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 is usually required to contribute to teaching and supervision, no more than one-third of the total working time.

2. Employment

The employment starts 1.8.2026 or as agreed.

Professors are employed on a permanent basis. Associate professors (level 2) within the tenure track-system are employed for a fixed term 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 employees to evaluate and plan their career. The evaluation process is initiated a least 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, is taken into consideration. Attention will additionally be paid to experience in teaching and supervision, 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. Professors 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.

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 up to 6 months is applied.

3. Qualification requirements

Personnel to be employed shall have such 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 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.

Furthermore, qualification criteria applicable to the ELLIS Institute PI-positions as defined in the advertisement are considered.

4. Evaluation criteria

In weighing the applicant's competence, scientific competence accounts for 50 %, pedagogical competence for 25 % and leadership and collaboration for 25 % of the evaluation. When assessing the applicant's merits, the time elapsed since obtaining 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; interaction with industry and experience of international research collaboration or international assignments.

Pedagogical competence

In the evaluation of teaching skills, the following will be considered: the applicant's 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, interdisciplinary and industrial collaboration, 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. Furthermore, the evaluation criteria applicable to the ELLIS Institute PI-positions as defined in the advertisement are considered.

The recruitment and evaluation will be in accordance with the Åbo Akademi University principles on equality and equal treatment.

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 can be 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

The application including attachments should be submitted within the application period and in accordance with the application instructions as defined in the advertisement.

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, at least two external evaluators are appointed to give 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 and equal treatment of the applicants will be observed. The external evaluators are appointed taking into account the grounds for disqualification as defined in sections 27–29 of the Administrative Procedure Act (434/2003). The applicants are informed of the selection of external evaluators.

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. The statements shall be submitted within the given timeline as set by the appointment committee. 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.

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 5,700 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/>