

**Appointment plan for a
Professor, Associate Professor (Level 2), or Assistant Professor (Level 1)
in Marine Ecology (Tenure track)**

Åbo Akademi University (ÅAU) opens a professor position in Marine Ecology. The appointed person can, depending on their experience and competence, be appointed as Professor, Associate Professor (Level 2), or Assistant Professor (Level 1). Employment as a Professor is continuous, whereas employment as an Associate Professor (Level 2) or Assistant Professor (Level 1) is fixed term, with the possibility of advancement to Associate Professor/Professor and permanent employment within the university's tenure track career system.

The position is part of the study programme in Biosciences 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 main subjects, Cell and Molecular Biosciences and Environmental and Marine Biology. The position is located at the unit [Environmental and Marine Biology](#). The research in Environmental and Marine Biology focuses on marine coastal ecology, encompassing expertise in behavioral ecology, evolutionary biology, stress ecology, functional marine biodiversity, food web ecology, and marine spatial planning. The unit runs [two marine research stations in the Archipelago and Åland Sea](#). The unit has a leading role in ÅAU's research profiling area [The Sea](#) and in the centre of excellence the [Centre for Sustainable Ocean Science](#) (SOS), developing a transdisciplinary approach to marine and maritime research.

1. The field of activity and tasks of the position

The field of activity for the position is Marine Ecology. The successful candidate will conduct scientific research and teach in the field of environmental and marine biology.

The candidate shall contribute to the development of the activities in accordance with the profile of the subject and 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 professor's 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 or Assistant 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 1.1.2026, or as agreed.

Professors are employed on a permanent basis.

An Associate Professor (Level 2) within the tenure track system is 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.

An Assistant Professor (Level 1) is employed for a fixed term of three years. Successful evaluation facilitates advancement to Associate Professor (Level 2) 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. The evaluation process is initiated at least one year before the fixed-term employment contract ends.

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 are stated in a separate appendix to the employment contract. The stated goals will be taken into consideration during the 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 professors and associate professors/assistant professors (tenure track) 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, Finland. 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 the education and experience 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 to raise funding for research, as well as 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 weighing the applicant's competence, scientific competence accounts for 50 %, pedagogical competence for 30 % and leadership and collaboration for 20 % 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 output; 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.

When assessing scientific competence in the recruitment of a Professor, documented success in leading collaborative research projects, acquisition of

research funding and supervision of doctoral researchers as main supervisors are emphasised.

When assessing the scientific competence of an Associate Professor (Level 2), supervision of doctoral researchers is considered a merit. In addition to this, documented experience in leading research groups and obtaining research funding is a merit.

When assessing the scientific competence of an Assistant Professor (Level 1), the novelty of the submitted research plan and the applicant's capacity and potential to conduct research is evaluated.

Pedagogical competence

In the evaluation of teaching skills, the following will be considered: the applicant's 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 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.

An appointment will be based on an overall assessment of the applicant's potential for development and competencies 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 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)/Assistant Professor (Level 1). Knowledge of Swedish is considered a merit. However, as the administrative and teaching language of the university is primarily 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 are available in a separate announcement.

The application documents should include the following 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 (<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 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
5. A research plan (max. 2 pages)
6. A description of the applicant's view on the position and the future development of the Environmental and Marine Biology unit (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, 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 follow 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 ranks 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/>