



AALBORG UNIVERSITY
DENMARK

The Faculty of Humanities
Fibigerstræde 5
9220 Aalborg
Denmark

Contact person:
Name Dorthe Bach
Phone: +45 9940 9213
E-mail: dob@adm.aau.dk

Date: May 1th 2017
Case No.: 2017-004-00026
Document No.: 936025

Expectations in connection with employment as academic staff with research tasks at the Faculty of Humanities at Aalborg University

In order to be eligible for employment in an academic position at a Danish University, applicants must meet the requirements stipulated in *Memorandum on the job structure 2013 for academic staff at universities* of 28 June 2013. In the following, the relatively general wording of the memorandum will be operationalised, so as to inform applicants for positions at the Faculty of Humanities at AAU of the expectations held by the Faculty when employing academic staff.

Fulfilling these expectations is a prerequisite for being employable, but as vacancies usually attract several well-qualified applicants, new employment will often, in practice, require qualifications within for instance research, teaching and knowledge collaboration extending beyond such expectations. The expert committee base their work on the general requirements in the *Memorandum on the job structure 2013* and receive information about the expectations described here.

Fulfilment of expectations is also included in the subsequent overall assessment carried out by the appointment committee regarding individual applicants' academic qualifications, which constitute the basis for the recommendation of the appointment committee of the candidate who should be offered the advertised position.

Research assistant

Appointment as a research assistant requires solid academic qualifications at master's level within the area of expertise of the position.

PhD fellow

Appointment as a PhD fellow requires excellent academic qualifications at master's level within the areas of expertise of the position, including a research potential which must be documented through the preparation of a project description.

Postdoc

Appointment as a postdoc requires academic qualifications at the PhD level, including an approved PhD thesis.

Assistant professor

Appointment as an assistant professor requires academic qualifications at the PhD level, including an approved PhD thesis supplemented by teaching experience and dissemination of own research.

Associate Professor

Appointment as an associate professor requires academic qualifications at an international level within the core tasks of the University corresponding to that which may be achieved during an assistant professorship, including:

- *Research*: Publications corresponding to six BFI points after being awarded a PhD degree. The texts must:
 - derive primarily from recent research supplementing PhD activities in terms of quality and quantity
 - have been published or possibly accepted for publication
 - include both individual and co-produced contributions
 - include a contribution to a particularly well-reputed publishing channel
 - document participation in external or international research collaboration
- *Teaching*: Teaching experience at university level and documented competence development corresponding to the course in *University Pedagogy for Assistant Professors*
- *Knowledge collaboration*: Experience of knowledge collaboration with external public or private partners in relation to research and/or teaching.

Professor with specific responsibilities

Appointment as a professor with specific responsibilities requires academic qualifications at a high international level, including a significant potential to contribute to the development of the area of expertise. The following is expected:

- *Research publication*: Publications amounting to a share in 20 BFI points over a 4-year period. These should include both individual and co-produced contributions and a share in particularly well-reputed publication channels.
- *Research Management*: Experience with the management of external or international research collaboration, acquisition of external funding of strategic importance as well as the supervision of PhD students.
- *Teaching*: Teaching experience at the highest level of the University as well as documented management experience and development of study programmes.
- *Knowledge collaboration*: Experience of the initiation and development of collaboration with external public or private partners in relation to research and/or teaching.

Moreover, qualifications relevant to the specific tasks included in the position within research publication and a minimum of one of the remaining three areas.

Professor

Appointment as a professor requires academic qualifications at a high international level which have contributed to the further development of the area of expertise. The following is expected:

- *Research publication:* Publications amounting to a share in 20 BFI points over a 4-year period. These should include both individual and co-produced contributions and a share in particularly well-reputed publication channels.
- *Research Management:* Experience with the management of external or international research collaboration, acquisition of external funding of strategic importance as well as the supervision of PhD students.
- *Teaching:* Teaching experience at the highest level of the University as well as documented management experience and development of study programmes.
- *Knowledge collaboration:* Experience of the initiation and development of collaboration with external public or private partners in relation to research and teaching.