**Assessment of applicant [CHOOSE TITLE]**

**within**

**at Department of , Aarhus University, Health**

The assessment must be based on the material submitted by the applicant, assessed in relation to:

1. The qualification level of the position in question, as described in the job structure for academic staff at universities.
2. “The criteria for appointment of academic staff at Aarhus University, Health” and
3. The content of the position, as described in the wording of the job advertisement.

This template is used by the assessment committee for the assessment of the applicants. "The criteria for appointment of academic staff at Aarhus University, Health" applies to all positions at assistant professor, associate professor and professor level – see also the job structure, in which the criteria **supplement** the basic qualification requirements, which are stated in the job structure. However, the criteria which are marked with an asterisk (\*) are not mandatory for teaching assistant professors.

The assessment of applicants must be viewed in the light of the individual applicant's active research time (including the length of any periods of leave) and the subject area in question. It is thus not possible to specify precise quantitative measurements for when a given criterion is met.

The criteria are divided into the following categories:

* Criteria under ‘A’ are very important for the performance of the position.
* Criteria under ‘B’ are important.
* Criteria under ‘C’ are less important and are not a prerequisite for the performance of the position. However, they are to be considered a plus and may to a certain extent compensate for failure to meet A and B criteria.

**Special information for tenure track positions:**

In case of appointment of assistant professors in tenure-track positions, the criteria are supplemented with the criteria set out below (from the document "Recruitment of research talents – research talent development at AU, Health"):

* The applicant must have the potential to reach the highest international level within his or her academic field.
* The applicant is expected to be able to meet the criteria for a permanent position at AU, Health after the completion of the tenure track programme.
* The applicant must document extraordinarily good published research results and a high degree of independence in his or her career thus far.
* The applicant must have completed one or more productive stays at another university or research institution abroad (at least six months).
* The applicant must be able to document experience with knowledge dissemination and teaching.
* The applicant must provide arguments in favour of his or her possible employment in a tenure track programme and present a future career plan.

### Personal data for applicant

**Name, date of birth and citizenship**

**Academic education(s) and academic degrees awarded** (discipline, year and institution)

**Clinical specialisation and authorisation(s)**

**Current and previous professional and academic job(s)/position(s)** - (including period)

**Awards and prizes** (awarded on the basis of academic or educational qualifications)

### Research (publications, management, network, financing etc.)

**(A) Independent research of high quality** (demonstrated in peer-reviewed publications)**\***

**(C) Peer-reviewed publications in the best and most recognised publishing channels within the research area\***

**(C) Peer-reviewed publications with spillover effect on the research area** (measured via number of citations)**\***

**(C) Experience of interdisciplinary/cross-disciplinary research\***

**(C) Leadership skills (**including the ability to head research projects and lead and inspire other researchers)

**(C) International collaborations with researchers and research institutions** (for example via stays at other research institutions, guest lectures, joint publications, conference planning, participation in advisory boards)**\***

**(B) Ability to attract external research funds** (documented by indication of the size of amounts for previously acquired funding)**\***

**(A) Future visions and plans in relation to research, together with development potential in the area\***

### Education (teaching)

**(C) Completed courses in university teaching or other pedagogics courses**

**(B) Experience of teaching at Bachelor’s and Master's level and possibly PhD, further and continuing education level**

**(C) Experience of undertaking examinations**

**(C) Experience of course management**

**(C) Experience of programme management**

**(C) Contribution to textbooks or teaching material**

**(C) Experience of educational or research development**

**(A) Future visions and plans in relation to research, together with development potential in the area**

### Talent development (supervision etc.)

**(C) Experience of supervision of students in connection with Bachelor’s projects and Master’s theses etc.**

**(C) Has completed training course for supervisors**

**(C) Experience of establishing PhD courses**

**(A) Future visions and plans in relation to research, together with development potential in the area\***

### Knowledge exchange (in cooperation with business and industry and public sector etc.)

**(C) Experience of collaboration on research activities with private or public stakeholders\***

**(C) Experience of research-based consultancy for private or public-sector stakeholders**

**(C)Experience of development of patents and/or spin-off companies**

**(C) Experience with the communication of research to the general public** (e.g. via media and books)

**(A) Future visions and plans in relation to research, together with development potential in the area**

### Additional characteristics

**(A) Characteristics which are specifically mentioned in the job advertisement**

**(C) Experience with administration and management of e.g. departments or faculties**

**(A) English (**must be able to communicate in writing and orally at academic level)

**(B) Excellent collaborative skills**

### Concluding overall assessment

#### The concluding overall assessment should include a summary of the assessments made of the applicant’s qualifications in relation to the relevant position. The assessment committee must state the reasons for declaring whether the applicant is qualified or not qualified for the position.

#### If there is disagreement between the members of the assessment committee, the assessment must clearly state who considers the applicant qualified (and not qualified respectively), and the individual standpoints must be explained separately.

Date: / 20.