

# Criteria for the appointment of assistant professors or tenure track assistant professors at Health, Aarhus University

The criteria apply to the appointment of assistant professors or tenure track assistant professors at Health. The assessment of each applicant should be based on these criteria guided by the material submitted by the applicant including the application, status information, teaching portfolio and CV. Specific qualification requirements must be stated in the job advertisement. Reference is also made to the "[Template for applicant - assistant professor or tenure track assistant professor \(general information\)](#)" and the "[Template for assessment - assistant professor or tenure track assistant professor](#)".

The assessment committee's assessments will be given as an overall assessment (in text form), supplemented by a score for the different criteria (as check marks): 3 = To a great extent 2 = To some extent and 1 = To a limited extent.

The expectations for assistant professors or tenure track assistant professors is that for certain criteria the applicant scores 3, while a score of 2 is expected for some of the other criteria in order to be assessed as qualified. However, the individual criteria in the assessments themselves will be viewed as a framework for an overall assessment of whether the candidate is qualified for the position in relation to the job advertisement, rather than as absolute criteria that the applicant must meet in each case.

## **Research publications**

For assistant professors, there are no specific requirements for peer-reviewed publications of high international standard within the subject area, while good published research results are expected for tenure track assistant professors. The assessment of publication activities will depend on the research area and may also include e.g. books and anthologies.

## **Research activities**

A high degree of independent research of high international standard is expected together with a substantiated research plan, also of high international standard. International cooperative relations with researchers/research institutions, involvement in academic duties, experience of research management and interdisciplinary research cooperation are not prerequisites for the performance of the position. However, for tenure track assistant professors emphasis is placed on stays or employment with one or more internationally recognized research institutions. Tenure track assistant professors are expected to have a clear potential to reach the highest international level within their academic field.

## **Attracting research funding**

Some degree of ability to attract external research funding is expected, although the research area will also be taken into account.

## **Supervision and development of PhDs/postdocs/others**

A high degree of realistic visions/plans of a high standard are expected, while experience of assignment supervision of Bachelor's and Master's degree students, supervision of PhD students and the establishment of PhD courses is not a prerequisite for the performance of the job.

## **Teaching and course activities**

It is very much expected that the applicant has plans in relation to teaching in the area which are of high class. Some degree of teaching experience at Bachelor's, Master's and possibly PhD, further and continuing education level is expected. Completed courses within university pedagogics or other pedagogic courses with supervision of students, experience with the performance of tests/exams, course or study management as well as contributions to textbooks/teaching material is not a prerequisite for the performance of the job, but will be weighted (depending on the research area). If the applicant has not completed pedagogic courses, the applicant must complete the required courses to achieve the pedagogical/didactic competencies.

**Collaborative activities with business and industry and public-sector stakeholders**

Visionary plans for collaborative activities in the area are very much expected. Experience of research collaboration with private/public-sector stakeholders and research-based consultancy is not a prerequisite for the performance of the job, but it will be weighted (depending on the research area).