**Assessment of applicant for the position as CHOOSE TYPE OF POSITION within at STATE DEPARTMENT NAME, Health, Aarhus University**This template is to be used by the assessment committee in their assessment of applicants to Assistant Professor or Tenure Track Assistant Professor positions. The assessment of each applicant must be based on the material submitted by the applicant including the application, template for applicant – assistant professor or tenure track assistant professor (status information), teaching portfolio and CV. The applicant is assessed in relation to the qualification levels in accordance with the Memorandum on Job Structure for Academic Staff at Universities and based on the qualifications that are required in the job advertisement.  
  
*The assessment committee's assessments will be given as an overall assessment (in text form), supplemented by a score for the different criteria:  
  
Score:  
3 = To a great extent  
2 = To some extent   
1 = To a limited extent*

**The applicant’s name:**

**1. Assessment of publication activities**  
**Overall assessment of the quality of all applicant's research publications**  
  
«DELETE TEXT AND STATE HERE» Assess among other things, international standard and publishing channels. Publication activities will depend on the research area and may also include, for example, books and anthologies.  
  
  
  
**Peer-reviewed publications are of high international standard and have been published in the most recognised channels within the area? Score**: **[CHOOSE SCORE)**  
  
 **2. Assessment of research activities within the applicant's research area  
  
Overall assessment of applicant's research activities:**  
  
«DELETE TEXT AND STATE HERE» Assess among other things, whether the research is independent and at international level, involvement in academic positions, and whether the applicant has skills as a research director.  
  
  
  
**Independent research of high international quality? Score**: **[CHOOSE SCORE)**

**Experience of heading research projects? Score**: **[CHOOSE SCORE)**  
 **Experience of managing and inspiring other researchers? Score**: **[CHOOSE SCORE)**

**International collaboration with researchers and research institutions? Score**: **[CHOOSE SCORE)**  
  
**Interdisciplinary research collaborations? Score**: **[CHOOSE SCORE)**  
  
  
**3. Assessment of attracting research funding  
  
Overall assessment of the applicant's ability to attract external research funding:**  
  
«DELETE TEXT AND STATE HERE» Assess among other things, whether the applicant can be expected to be able to obtain the necessary external funding for his/hers research. The assessment must be seen in the light of the applicant´s field of research and the need for external funding.  
  
  
  
**The applicant is able to attract the necessary external research funding? Score**: **[CHOOSE SCORE)**  
  
  
**4. Assessment of research plan**  
**Assessment of the applicant’s research plan:**  
  
«DELETE TEXT AND STATE HERE» Assess among other things, whether the research plan is well-documented and of high international standard.  
  
  
  
**The research plan is substantiated and of high international standard? Score**: **[CHOOSE SCORE)**  
 **5. Assessment of the applicant's supervision and development of PhDs/postdocs/others  
  
Overall assessment of applicant's project supervision:**  
  
«DELETE TEXT AND STATE HERE» Assess among other things, whether the applicant has the necessary experience to guide bachelor-, master´s- and PhD students.  
  
  
  
**Experience of project supervision of students? Score**: **[CHOOSE SCORE)**  
 **Experience of research supervision? Score**: **[CHOOSE SCORE)**  
 **Experience of establishing PhD courses? Score**: **[CHOOSE SCORE)**  
 **Visions and plans are of a high standard and are realistic? Score**: **[CHOOSE SCORE)**  
  
  
**6. Assessment of teaching and course activities  
  
Overall assessment of the applicant’s teaching and course activities:**  
  
«DELETE TEXT AND STATE HERE» Assess among other things, whether the applicant has the necessary pedagogical skills and can teach at all levels. Assessment must take account of the job advertisement.  
  
  
  
**Experience of taking part in courses in university pedagogics or other pedagogical courses on the supervision of students? Score**: **[CHOOSE SCORE)**  
 **Experience of teaching at Bachelor’s and Master's level and possibly PhD, further and continuing education level? Score**: **[CHOOSE SCORE)**  
 **Experience of undertaking tests and exams? Score**: **[CHOOSE SCORE)**  
 **Experience of course management? Score**: **[CHOOSE SCORE)**  
 **Experience of programme management? Score**: **[CHOOSE SCORE)**  
 **Contribution to textbooks or teaching material? Score**: **[CHOOSE SCORE)**  
 **Future visions and plans in relation to teaching within the area are of high class? Score**: **[CHOOSE SCORE)**  
  
  
  
**7. Assessment of collaborative activities with business and industry and public-sector stakeholders  
  
Overall assessment of the applicant’s collaborative activities with business and industry and public-sector stakeholders:**  
  
«DELETE TEXT AND STATE HERE» Assess among other things, whether the applicant has sufficient experience of collaboration with the business and industry and public-sector stakeholders.  
  
  
**Experience of research collaboration with private-sector stakeholders? Score**: **[CHOOSE SCORE)**  
  
**Experience of research collaboration with public-sector stakeholders? Score**: **[CHOOSE SCORE)**  
 **Experience of research-based consultancy? Score**: **[CHOOSE SCORE)**  
 **Experience of development of patents/spin-off companies? –** **[CHOOSE ANSWER)**  
 **Plans in relation to cooperation** **in this area is visionary? Score**: **[CHOOSE SCORE)**

**8. Additional comments:**  
  
«DELETE TEXT AND STATE HERE» Here you can optionally assess qualities, which are specifically mentioned in the job advertisement, but which are not sufficiently clarified above.  
  
  
  
  
**9. Overall assessment:**  
  
«DELETE TEXT AND STATE HERE» The overall assessment must include a summary of the assessments of the applicant's qualifications in relation to the current position. Whether the applicant is qualified or not qualified for the position must be motivated and justified. If there is disagreement among members of the assessment committee, it must be clearly stated who considers the applicant qualified (or not), and the individual standpoints must be explained separately.

The applicant is assessed CHOOSE OPTION.

***In order to be assessed as qualified for Assistant Professor or Tenure Track Assistant Professor positions, the following is expected:******–*** *That the applicant scores 3 in the following: Independent research of high international quality; a substantiated research plan of high international standard; Realistic visions/plans of high standard for supervision and development of PhDs/postdocs/others; and plans regarding teaching and plans for cooperative actives with business and industry/public-sector stakeholders.****–*** *That applicants for tenure track positions score 2 in the following: Peer-reviewed publications of high international standard in recognised publication channels within the area (the assessment will depend on the research area and may also include books, anthologies etc.). Applicants for tenure track assistant professor positions are expected to have completed one or more productive stays at a university/research institution abroad (at least six months) and that they have clear potential to reach the highest international level in their academic field.****–*** *That applicants scores 2 in the following: Ability to attract external research funding (though taking into account the research area); Bachelor’s and Master's level and possibly PhD, further and continuing education level.****–*** *For applicants for assistant professor positions, having peer-reviewed publications of high international is not a prerequisite for the performance of the job.****–*** *The following are not a prerequisite for the performance of the job but will be weighted depending on the research area: International collaborations with researchers/research institutions; Involvement in academic duties; Experience of research management and interdisciplinary research collaboration; Experience of project supervision of Bachelor’s/Master's students; Supervision of PhD students; Experience of establishing PhD courses; Completed courses in university pedagogics or other pedagogical courses on the supervision of students; Experience of undertaking tests/exams; Course/programme management; Contributions to textbooks/teaching material; And experience of research collaboration with private/public-sector stakeholders and research-based consultancy.****–*** *However, the individual criteria in the assessments themselves should 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 which the applicant must meet in each case.*