**Associate Senior Lecturer in *subject* [possibly *with Specialization in xx*]**

Uppsala University is a comprehensive research-intensive university with a strong international standing. Our mission is to conduct education and research of the highest quality and to interact with society in various ways. Our most important assets are all the individuals whose curiosity and dedication make Uppsala University one of Sweden’s most exciting workplaces. Uppsala University has over 54,000 students, more than 7,500 employees and a turnover of around SEK 8 billion.

[Here, the recruiting organization is presented. Start with a general department-wide presentation and proceed with a presentation of e.g. the department, program, research group. Describe the workplace. Give the picture of an attractive employer! Where are we now / Where are we going? For example, expansive phase, new investment, reinforcement, etc.]

**Period of employment and promotion**

The position of associate senior lecturer can be held for a maximum of four years, with the possibility of being considered for promotion to senior lecturer. The associate senior lecturer is expected to apply for promotion to senior lecturer towards the end of the four-year period. The criteria for promotion to senior lecturer are set out in Uppsala University’s Appointment Regulations and the Faculty of Art’s supplementary guidelines to the Appointment Regulations.

**Duties** [Describe the nature of the position.]

The duties of the position consist of teaching, research and administration. Teaching includes course responsibility, course administration and supervision. [If necessary, add a description of what kind of teaching, research and administration will be relevant for the position.] The proportion of teaching, including course administration, amounts to 50 percent [or maximum 50 percent].

The proportion of research amounts to at least 50 percent of the full-time position. The duties also include actively applying for external research funding. They also include monitoring developments in your subject area and general societal developments that are material to the work of the university.

The position may come to include xx [any leadership or administrative assignments included in the position should be mentioned here, as could assignments involving for instance collaborative interaction with the local community.]

[Further text relevant to this particular position if necessary.]

**Eligibility requirements:**

Applicants are eligible for employment as Associate Senior Lecturer if they hold a doctoral degree [if relevant, specify in which subject or area] or have the equivalent academic competence and have demonstrated pedagogical competence. It is a requirement that the applicant’s academic, pedagogical, and professional competence is relevant to the subject area and duties that the position involves.

Primary consideration will be given to applicants who have been awarded a doctoral degree or achieved the equivalent expertise within no more than five years of the application deadline.

In order to meet the requirement of pedagogical competence, the applicant should have completed at least five weeks of relevant training in tertiary-level teaching or acquired the equivalent competence in other ways. In special circumstances, the training can be carried out during the first two years of employment. In order to qualify as a doctoral student supervisor, supervisor training is required.

The documented ability to teach in [Swedish and / or English] is required. [Choose one of the alternatives]. [If Swedish is a language requirement, the following sentence may be added if necessary: If there are special circumstances, those who are unable to manage teaching and administrative duties in Swedish may be expected to obtain this ability within two years.]

In addition, as a general qualification for teachers, applicants must have the personal characteristics required to carry out the duties of the position well, [such as flexibility, a sense of responsibility, good team-working abilities, and the ability to work independently].

**Assessment criteria for candidates who meet the eligibility requirements:**

In the selection of eligible applicants, weight will be assigned to research expertise, teaching expertise, and administrative and management expertise. However, particular weight will be assigned to research and teaching expertise.

The assessment of pedagogical competence will be accorded the same weight as the assessment of academic competence. [Alternatively: The assessment of academic competence will be accorded particular weight. / The assessment of pedagogic competence will be accorded particular weight.]

**Academic competence** refers to research qualifications. When assessing academic competence, primarily research quality will be taken into account. The scope of the research, mainly depth and breadth, will also be accorded significance. In the assessment of academic competence, special weight will be accorded research qualifications within xxx [important academic competence or qualifications that are required should be included here and connected to the “description of the subject area of the position”; this text will help the subject experts in the assessment of how well the candidates fulfil the requirements of this particular position].

The documented ability to interact within the academic community as well as with the local community will be considered a qualification.

**Pedagogical competence** refers to educational and teaching qualifications. In addition to academic teaching experience, educational and teaching qualifications from other activities that involve for instance supervision, in-service training or mentoring programmes will be considered. In the assessment of pedagogical competence, primarily pedagogical quality will be considered. The extent of the candidate’s teaching experience, that is, the breadth and depth at different levels, will be seen as significant. In the assessment of pedagogical competence, special weight will be accorded xxx [important pedagogical competence or qualifications that are required for the position should be included here; this text will help the subject experts in the assessment of how well the candidates fulfil the requirements of this particular position].

**Administrative competence and leadership** **skills** will be accorded significance. [Included if relevant.]

[May be specified by all or part of the following:

Administrative competence may be demonstrated by, for instance, the ability to plan, organize and prioritize work in an efficient and purpose-adapted manner, as well as through the ability to establish and keep to a time plan. Competence includes overall planning and the ability to manage resources in a way that reflects relevant priorities as well as the ability to work in a structured manner and based on an awareness of relevant goals and quality expectations. Administrative expertise also includes entrepreneurship.

Leadership skills are demonstrated by the ability to lead operations and personnel, make decisions, take responsibility and motivate and provide others with the conditions required to achieve common goals effectively. The ability to coordinate a group as well as to generate commitment, participation and job satisfaction, and the ability to manage conflicts are further examples of demonstrated skill.

Collaborative competence is demonstrated through the ability to plan, organize and carry out projects in collaboration with the local community. Popularised research, public debate and lectures are examples of collaborative interaction with the local community. The ability to convert knowledge exchanges with the local community into activities that are relevant to the development and quality of education is also considered collaborative competence.]

**Other skills:** [Here any other skills that should be given weight may be specified.]

All qualifications must be documented in a way that makes it possible to assess their quality and scope.

In this recruitment, Uppsala University will primarily consider the candidate who, after a holistic qualitative assessment of skills and competence, is considered to have the best capability to carry out and develop relevant duties and contribute to a positive development of the organisation.

**Additional information**

Parental leave, part-time work owing to caring for children, union work, military service or similar activities are considered work experience and should be included in the applicant’s CV.

**Application procedure:** All qualifications must be documented in a way that makes it possible to assess their quality and scope. The application should contain the following:

* A brief description of research, teaching and other activities (CV)
* Presentation of research qualifications
* Description of planned research
* List of publications
* Presentation of educational qualifications
* Presentation of other qualifications
* Scholarly and pedagogical works cited (full text), **maximum** 5
* Self-reflective statement on future research, teaching, and other qualifications
* Diplomas, certificates and other relevant documents
* Names and contact details of references (**maximum** two)

# For further information, please see the [Appointment Regulations for Uppsala University](https://regler.uu.se/document/?contentId=92570) and [The Faculty of Arts’ supplementary guidelines](https://regler.uu.se/document/?contentId=688930).

**For further information** about the position, please contact: [name, position, phone, email]

**About the position**

The position is permanent (a trial period may apply) / temporary, X months. The position is full time / part-time, XX %. Start date by agreement. Location: Uppsala / Visby.

**Proposed starting date:** [Estimated date, always by agreement]

**Proposed deadline for application:** [Normally at least 4 weeks after the date of announcement]