**Professor 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.]

**Subject:** [subject, possibly with a specialization in XX; alternatively specifying the subject of this particular recruitment]

**Duties** [describe the nature of the position and the work it entails]

Overall responsibility for conducting and developing research and education at doctoral level in the subject/subject area. Teaching and supervision at all levels of the subject area. Course development at various levels. Information about research and collaboration with external parties and representing the subject in different contexts. Original research.

An important duty is to participate in, plan and lead research projects and actively apply for research funding for both one's own and colleagues' research. The holder of the position must also be prepared to undertake various types of leadership assignments both at departmental level and at other levels within Uppsala University. Administrative duties are included among the work duties.

[Further information adapted to this particular position if necessary.]

**Eligibility requirements**

Candidates who have obtained a PhD in [subject], or have the equivalent competence, and who have demonstrated pedagogical competence are eligible for the position. It is required that academic competence, pedagogical competence and the candidate’s professional skills are relevant to the duties and subject that are central to the position.

Candidates must have completed training in tertiary-level teaching of no less than ten weeks or obtained equivalent competence. In special circumstances, the training can be carried out during the first two years of employment. To qualify as a supervisor of doctoral students, the candidate’s pedagogical training must include postgraduate supervisor training.

The documented ability to teach in [Swedish and / or another language] 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.]

The applicant must have the personal qualities required to fit the position well. In this case, such personal qualities are [e.g. flexibility, a good ability to work together with colleagues and a sense of responsibility.]

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

In the selection among eligible candidates, weight will be accorded academic competence and leadership skills. Significance will also be assigned to pedagogical competence and administrative experience. [Alternative: In the selection among eligible candidates, weight will be accorded academic competence / weight will be accorded pedagogical competence.]

**Academic competence:** Academic competence should be demonstrated through independent research efforts. 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 qualification that is 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].

Additionally, the ability to plan, initiate, lead and develop research and education at the postgraduate level and the ability to obtain funding for research in competition with others will be accorded (great) significance. The demonstrated ability to interact with other disciplines as well as the local community will be accorded (great) importance.

**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. Scope, breadth as well as depth, will also be accorded significance. In the assessment of pedagogical competence, special weight will be accorded xxx [important pedagogic competence or qualifications that are required should be included here; this text will help the subject experts and the recruitment committee when they assess how well the candidates fulfil the requirements of this particular position].

Additionally, the ability to plan, initiate, lead and develop teaching, as well as the ability to link teaching to research in the subject, subject-specific didactics and higher education pedagogy will be accorded significance. The ability to interact on issues pertaining to tertiary education with parties within and outside the university is also counted as pedagogical competence.

**Leadership skills and administrative competence:** (Great) weight will be accorded leadership skills and administrative competence. Experience of leadership responsibility, demonstrated by, for example, taking responsibility for the departmental environment, is considered meritorious.

[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 competence.

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 letter of application
* CV (a brief account of qualifications and previous positions)
* An account of the candidate’s academic qualifications
* An account of the candidate’s pedagogical qualifications
* An account of the candidate’s leadership and administrative qualifications
* An account of any additional qualifications
* A list of scholarly and pedagogical publications
* Publications or other works that the applicant considers especially relevant to the position
* A reflective text that describes how the applicant would like to develop their academic, pedagogical and other competence
* Degree certificates and other relevant documents
* The recruitment group may make use of interviews, trial lectures, and references. Applicants must therefore submit a list of referees (no more than three) who can elucidate the applicant’s professional competence and personal qualities that have a bearing on the post, such as leadership qualities and the ability to cooperate with others

# 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. The position is full time / part-time, XX %. Start date by agreement. Location: Uppsala / Visby. The candidate is expected to spend most of their working hours at the department in Uppsala / Visby.

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

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