

# On your way to becoming a **PROFESSOR**

Tenure Track at the University of Vaasa



University of Vaasa

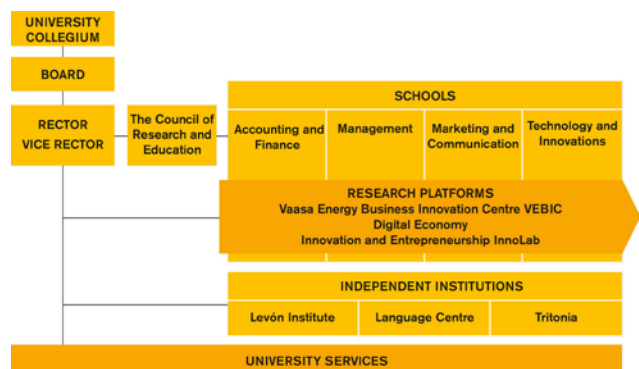


# We create change

At the University of Vaasa, we think out of the box in order to build a sustainable future. We are a university that invests in the quality of research and teaching and tackles the challenges of our time. We seek solutions for the future within our focus areas of management and change, energy and sustainable development, and finance and economic decisionmaking. Our 5,000 students and 500 employees thrive in the most beautiful campus in Finland.

We are investing EUR 10 million in research faculty that will become qualified professors. These positions will be filled via the Tenure Track procedure, which offers a career path enabling you to progress to a permanent position as Professor in your discipline.

*“The Tenure Track procedure enables you to fulfill your academic dreams and offers excellent opportunities for career development”*



# Opening doors to businesses and society

*School-specific research is complemented by our phenomenon-based research platforms, which open up our doors to the surrounding society. We direct our research investments through three open and multidisciplinary research platforms.*

*The research platforms increase the University's regional, national as well as international cooperation and heighten the impact of the University of Vaasa.*



**Digital Economy** is for interdisciplinary research on innovations enabled by new technology and digitalisation as well as their impact on individuals, organisations, industry and society.

**Innovation and Entrepreneurship InnoLab** focuses on open innovations, user innovations, entrepreneurship, and public sector innovation and renewal.

**Vaasa Energy Business Innovation Centre VEBIC** addresses challenges of efficient and sustainable energy generation, distribution and consumption, as well as energy business and societal development.



HR EXCELLENCE IN RESEARCH

## An excellent working environment for research

The University of Vaasa was awarded the HR Excellence in Research logo in recognition of our development work and our commitment to the European Commission's principles regarding the recruitment of researchers and safeguarding good working conditions. The Human Resources Strategy for Researchers (HRS4R) development work is proceeding in phases in line with an action plan and regular evaluations. By endorsing the principles, we also contribute to the development of the European research area (ERA) and an open labour market for researchers.



# Tenure Track at the University of Vaasa

The Tenure Track procedure enables you to progress to the position of Professor following successful evaluations. Based on your experience and qualifications, the initial position may be placed on the axis of Assistant Professor / Associate Professor / Professor. In the Tenure Track position, you will engage in research, teaching and supervision, activities in scientific communities and in creating societal impact as well as university administration. The focus is on conducting new research that meets high international standards and contributes to advancing research in the themes of the University's research platforms.

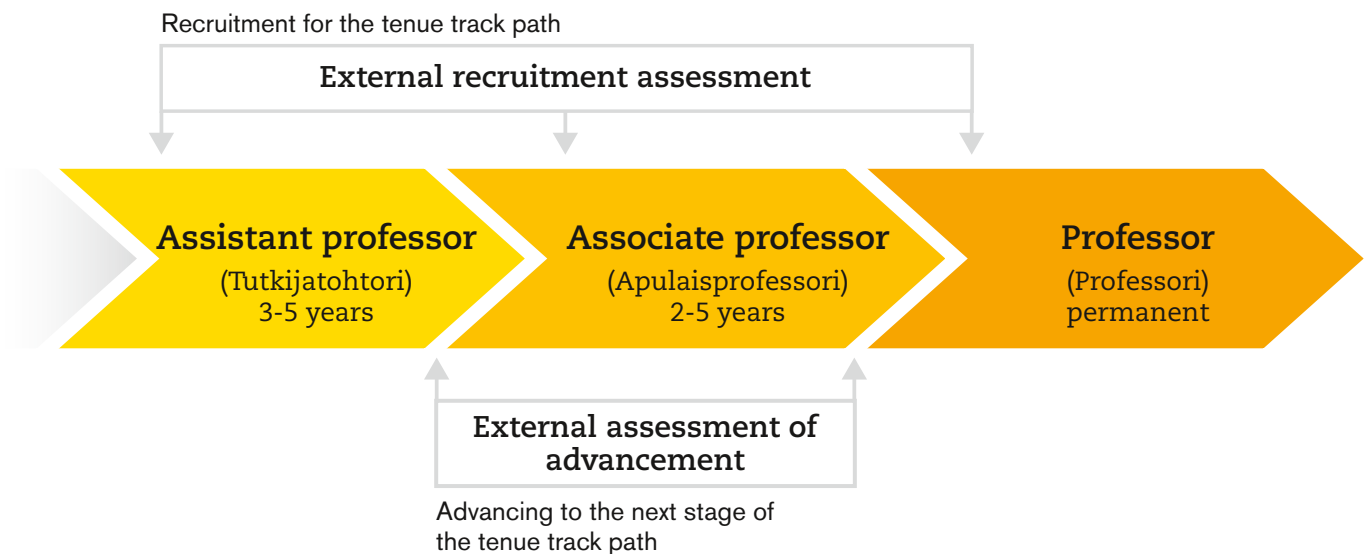
## Criteria

We seek candidates with strong academic merits and demonstrated potential for conducting outstanding research and teaching.

The key selection criteria for **the first stage** (Assistant Professor) of the Tenure Track path:

- ▶ Relevant PhD
- ▶ Excellent team work, organisational and communication skills
- ▶ Scientific output and the scientific influence of research:
  - ▶ At least 3 peer-reviewed scientific publications or manuscripts approved for publication in the candidate's post-doctoral academic career in addition to the doctoral dissertation or its included publications. Research published by a prestigious journal or publisher is considered beneficial.
- ▶ Research plan for the Tenure Track period with relevance to the University's specified research platforms
- ▶ Required teaching skills

Each job ad contains position-specific criteria and tasks. Our working languages are Finnish and English. We provide regular language courses and encourage our staff members to learn Finnish. The language skills requirements are defined in accordance with the language policy of the University of Vaasa.



## Recruitment process

All Tenure Track positions are filled based on open international competition. Applicants' merits and competences are assessed comprehensively. The applications of shortlisted candidates are sent to external experts for evaluation. After receiving the expert statements, the University's Appointment Committee decides on the next steps, which may include interviews, language and aptitude tests as well as a teaching demonstration (trial lecture).

## Roles and responsibilities

Various positions, groups and committees within the University play a key role in ensuring the successful implementation of the Tenure Track process and provide support throughout the Tenure Track term.

### **Rector**

Allocates Tenure Track positions to schools and approves the research orientation of the position. Based on the Appointment Committee's proposal, decides on Tenure Track appointments and promotions.

### **Appointment Committee**

Manages and ensures a consistent Tenure Track recruitment and promotional process throughout the University.

### **Deans**

Play a key role in the process also as members of the Appointment Committee. Deans are responsible for key activities during the Tenure Track term and ensuring that common principles with regards to way-of-working are implemented in the Schools.

### **School Management groups**

Lead by the Dean, make proposals to the Rector regarding the duties and job descriptions for Tenure Track positions.

### **Research Platform Directors**

Members of the Appointment Committee. Participate in the target setting and regular reviews during the Tenure Track term.

### **Managers/Supervisors**

Ensure ongoing support and guidance. Take part in the regular evaluations during the Tenure Track term.



# Promotion to the next career stage

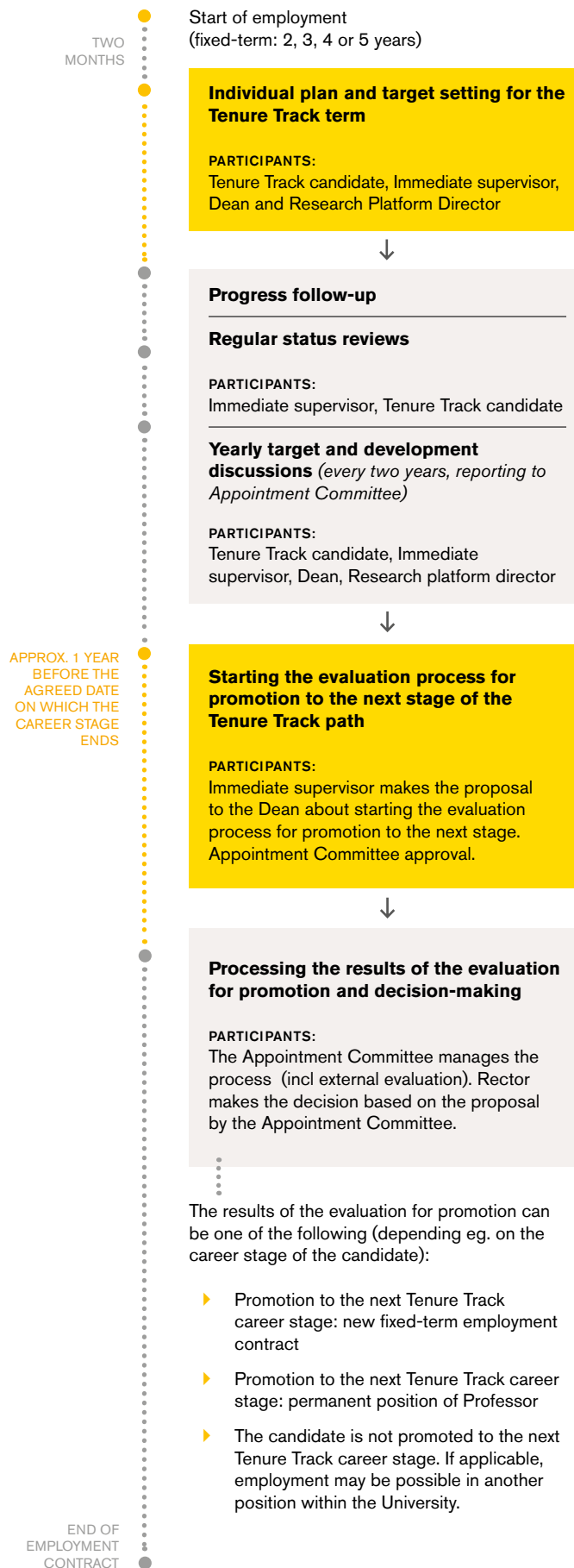
Candidates selected for the Tenure Track will have their work monitored and evaluated on a regular basis. To support the Tenure Track candidate, regular reviews are held throughout the Tenure Track term to review ongoing activities as well as provide the required support.

In order to allow sufficient time for preparations and assessment by external experts, the formal evaluation process for promotion to the next stage of the Tenure Track path is initiated at least one year before the career stage ends.

If the outcome of the formal evaluation for promotion or next term is unsuccessful, an additional Tenure Track period will not be granted.



## Tenure Track assessments and promotion to the next stage



## Training and Support

- ▶ Tenure network: opportunity to meet and exchange ideas with other Tenure Track personnel
- ▶ Flexible working time
- ▶ Close-knit community enabling easy collaboration, support from colleagues in the Schools and Research platforms
- ▶ Close co-operation with regional, national and international organisations incl. 200 partner universities internationally
- ▶ Induction programme at the start of employment (including a specific module for researchers)
- ▶ During the first year, a lower amount of teaching duties in order to successfully integrate into the working environment and establish your research
- ▶ Relocation assistance if you are relocating from outside of Finland
- ▶ A variety of competence development opportunities. The topics range from work well-being, communication, languages and culture to research and teaching.
  - ▷ Pedagogy e.g. support with the integration of digital solutions in teaching
  - ▷ Courses and seminars for post doc stage researchers in various topics, such as applying for funding and opportunities for networking

## Salary

The salary is based on the Finnish University Salary System and is subject to regular reviews. A holiday bonus is paid to all employees. Each University of Vaasa employee automatically belongs to a pension scheme. The majority part of the pension contributions is paid by the employer.

We also recognise and reward personnel in a number of other ways including financial rewards for publications of high classification.

## Ongoing improvement

The Tenure Track process is subject to regular reviews and continuous improvement.



# Agents of change.

At the University of Vaasa, we think out of the box in order to build a sustainable future. We challenge ourselves to observe current phenomena from new perspectives and tackle them with open minds. We have the courage to do things differently and create solutions that matter.



## The most beautiful campus in Finland

Our University is located in Palosaari, right next to the city centre. Our campus is also home to several other institutes of higher education. The Palosaari campus employs a total of 900 people, and there are 10,000 students.

All of our University's buildings are located on the same campus, and the distances between buildings are short. The campus area's numerous lunch restaurants, which not only offer inexpensive and versatile restaurant services for staff and students, but also comfortable settings to take a break from work, catch up with friends and colleagues or hold meetings.

The grounds of the campus area contain a historic red-brick cotton factory and light, airy new buildings, with windows looking out over a beautiful marine landscape.

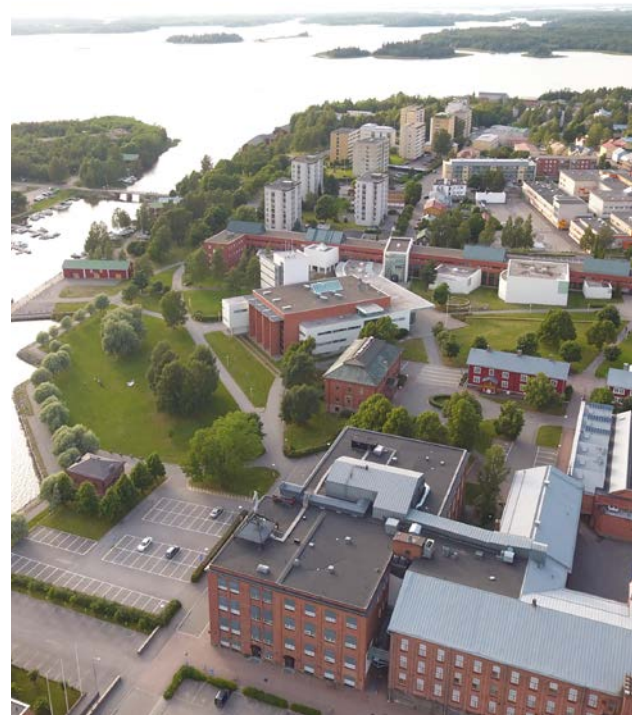


Photo: MIKA KORSMAN



## International working culture

We embrace diversity and promote equal opportunities for all staff members. More than 25 % of our Research and Teaching staff come from outside of Finland. You will notice this as soon as you set foot on campus. Our students, researchers and other staff members represent more than 80 different nationalities.

## Join our community

The good atmosphere and strong community spirit at our University are tangible. Our size is one of our assets: we work in a tight-knit community where we support and encourage each other. The University of Vaasa recognises the importance of well-being and community spirit among personnel as a contributing factor to its success.

As an employer we invest in the well-being of our personnel by offering:

- ▶ extensive occupational healthcare
- ▶ access to sports and culture events as well as trainings
- ▶ annual well-being week
- ▶ events such as summer picnics and a Christmas party, as well as a variety of experiences organised by the staff well-being group
- ▶ annual achievement rewards in teaching and research

## University of Vaasa in 2018

# 4962

Students (Undergraduate and Doctoral)

# 458

Personnel

# 17 %

International staff (all personnel groups)

# 200

Partner universities in 44 countries



# 544

Master's Degrees

# 536

Bachelor's Degrees

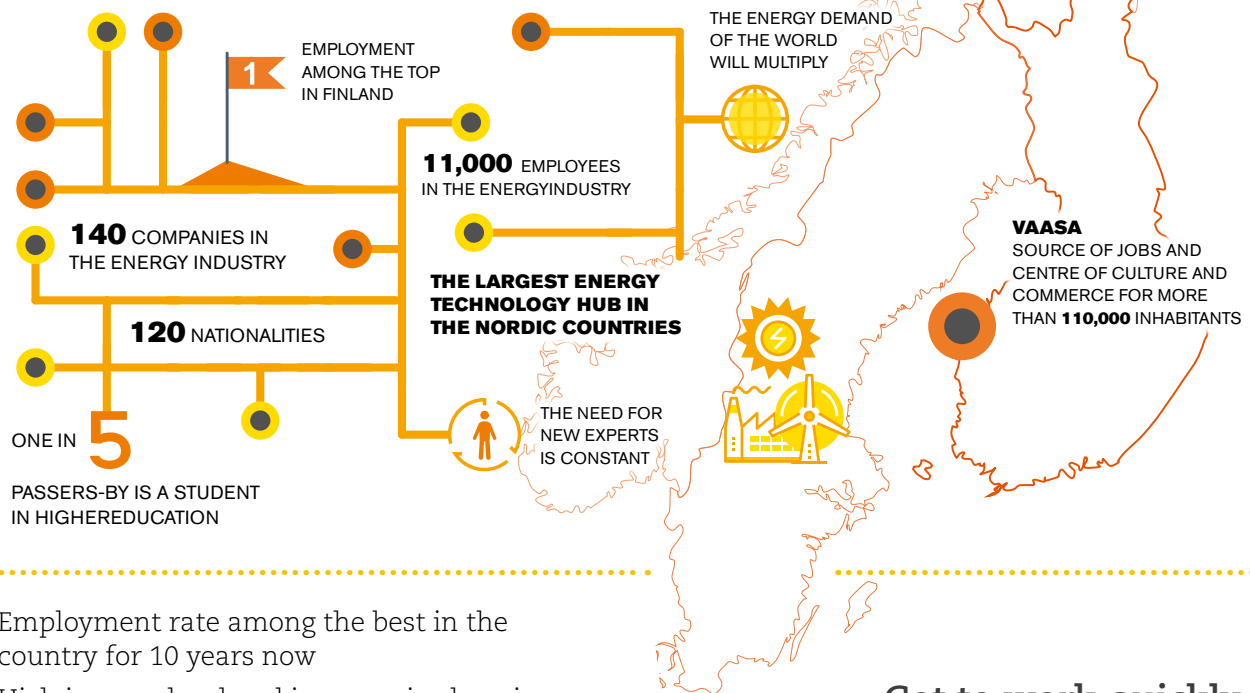
# 20

Doctorate Degrees



# Working in a thriving region

## Vaasa, Energy Capital of Finland



- ▶ Employment rate among the best in the country for 10 years now
- ▶ High income level and inexpensive housing – money is left over for living life to the full
- ▶ One of Finland's most international regions

Vaasa enjoys a position at the forefront of flourishing urban regions. And no wonder: we have Finland's largest hub of energy companies and plenty of jobs, six higher education units, the sea, and people who have been proven to be happy and energetic. Things are going swimmingly here.

## Family matters

Vaasa is a safe, child-friendly city with good, inexpensive day care. Finland has one of the world's most advanced education systems, which guarantees the same educational opportunities for everyone regardless of social or economic background. The family benefits in Finland are also good. It's safe to say that bringing your family to Vaasa will not prove to be difficult. The family benefits in Finland include one of the best parental leave policies in the world with long parental leaves as well as the opportunity to partial parental leave.

Perhaps one reason Vaasa's residents are so happy is that life here is easy and high in quality. The Vaasa region has a lot to offer, whether you value the urban hustle and bustle or a life in touch with nature.

Read more about the City of Vaasa and Finland: [www.vaasaregion.fi](http://www.vaasaregion.fi)

## Get to work quickly, reach the world easily

Life in Vaasa is hassle-free. Commutes are short, and you will not waste your time sitting in traffic jams. Vaasa has good transport links: Helsinki is three hours by train from Vaasa, and flights operate to Helsinki and further afield.

It is easy and interesting to spend free time in the Vaasa region. There are plenty of free-time activities for all tastes. Nature is close at hand, whether you live right in the centre of the city or nearby. Wherever you go you will find yourself near the sea. Did you know that Vaasa has more than 400 kilometres of coastline?

### WORKING IN FINLAND

- ▶ Finland, the happiest country in the world (UN World Happiness Report 2018)
- ▶ Most employee friendly working hours (European Company Survey)
- ▶ Greenest country in the world (Yale University)
- ▶ 3<sup>rd</sup> in Global Gender Gap Report 2017 (World Economic Forum)
- ▶ Paid maternity and paternity leave
- ▶ 1<sup>st</sup> in skill development at work (European Working Conditions Survey)

SOURCE: BUSINESS FINLAND





University of Vaasa