

UNIVERSITY OF LAPLAND, Arctic Centre

## **Appointment description**

### **Professor/Associate Professor (Tenure Track): Arctic Sustainability Science**

Starting 1 April, 2025 or as agreed

### **Position of Professor/Associate Professor of Arctic Sustainability Science**

The position relates to the university's strategic choice Global Arctic Responsibility and to the Arctic Centre's research programme Just Green Transition.

#### *Research*

The (associate) professor specialises in research on sustainability and just change in the Arctic, local communities, and traditional livelihoods and interest groups. The purpose of the position is to enhance analytic understanding of complex socio-ecologic-cultural processes and dynamics related to the sustainability transformation.

In addition to conducting research, the (associate) professor participates in the implementation and development of the Arctic Centre's multidisciplinary research strategy. The appointee is to assemble a field-specific and multidisciplinary research group, and to network with researchers in the university's faculties, other universities, and other national and international research organisations. The (associate) professor shall also seek external funding, publish research results especially in international top-level scientific journals, and engage in societal interaction and international collaboration in the relevant field of expertise.

#### *Instruction and student supervision*

The (associate) professor supervises doctoral students and provides instruction related to the field. The details of this instruction are specified in annual work planning.

#### *Other duties*

The (associate) professor takes part in the activities of the Arctic Centre (e.g. administration), provides statements, and attends to other (associate) professor's duties according to general practice. Further, the professor contributes to the activities of the Arctic Centre's researcher community, takes part in the production of contents to its science communication and exhibition, and actively supports the Arctic Centre's science communication.

## **Operating environment**

The work takes place at the Arctic Centre in Rovaniemi. Residing in the Arktikum building on the shore of the Ounasjoki river, the Arctic Centre is an international hub of multidisciplinary Arctic research and communication. Arktikum is also home to the Arctic Centre's science centre exhibition and the Regional Museum of Lapland.

The Arctic Centre conducts multidisciplinary research on the entire Arctic region and the Antarctic, combining the perspectives of natural science and social sciences. The research is carried out in the following five-year research programmes:

- Global Change
- Arctic Politics and Development
- Just Green Transition
- Arctic Societies: Past, Present, and Futures

The Arctic Centre also provides research services for the entire surrounding society, including businesses, administrative authorities, and other actors.

### **Tenure track system**

The purpose of the tenure track system is to offer the teaching and research personnel a career path that provides an opportunity to earn academic merits leading to a full professorship. Another purpose of the system is to strengthen the university's research profile.

The tenure track system comprises three levels with different criteria. The position of (associate) professor at hand pertains to track levels 2 and 3.

- Level 2: Associate professor (fixed term)
- Level 3: Full professor (permanent)

### **Qualification requirements**

Level 2: Associate professor (fixed term)

Scientific grounds:

The position requires the appointee to hold a relevant doctoral degree, to provide proof of productive scientific work, and to possess the teaching skills needed in the position. Also required is an ability to lead research teams and to acquire supplementary research funding.

Scientific merits:

- The appointee's research fits in with the strategy of the university and faculty
- Scientific publication: quality and influence
- Active engagement in researcher education
- Successful acquisition of research funding
- Research project management
- Active engagement in the international scientific community
- Research-related specialist duties and positions of trust
- Recognitions and awards

Teaching merits to be presented in the teaching portfolio:

- Teaching experience
- Thesis supervision

- Pedagogical training
- Teaching-related specialist duties and other responsibilities
- Teaching demonstration
- Societal and communal influencing
- Societal visibility, influencing, and activity
- Activity in the university community

### Level 3: Full professor (permanent)

The appointee to the position of professor is required to have a doctor's degree, profound scientific or artistic competence, experience in leading scientific research, an ability to provide top-level research-based instruction and to supervise theses, and demonstrable international collaboration in one's own field of research. In assessing the applicant's merits, the following are considered: scientific publications and other research results with scientific or artistic value, teaching experience and pedagogical training, skill in creating learning materials, other achievements in education, a teaching demonstration, and supervised dissertations. Attention is also paid to the applicant's active engagement in the activities of the science and/or art community, practical knowledge of the field in question, successful acquisition of supplementary research funding, international scientific and/or artistic work, and international assignments.

Section 29 of the Administrative rules of procedure of the University of Lapland lays down the qualification requirements concerning professors (level 3) recruited to a position filled on scientific or artistic grounds.

The applicant is to append a research plan to the application. Upon selection, special attention is paid to the quality of the plan and to the way in which the applicant's research adheres strategically to other scientific work conducted at the Arctic Centre.

### **General competence requirements**

An appointee to a university position must have the education, practical experience, and language skills required to successfully perform the duties of the position. These requirements are defined separately for each position before starting the appointment procedure, also considering the language requirements laid down in section 1 of the Government Decree on Universities (770/2009).

The working language at the Arctic Centre is English, which is also the teaching language. Successful performance in the position requires proficiency in spoken and written English.

### **Regulations concerning expert assessors' tasks**

Statements on the qualifications and merits of applicants and invitees to the position must be requested before selection from a minimum of two expert assessors for an appointment that is in effect until further notice or for a fixed period of at least two years. The disqualification of an assessor is governed by the provisions in sections 27–29 of the Administrative Procedure Act (Universities Act, 558/2009, section 33).

The expert statement is given in writing. It must address the (associate) professor's duties, the

qualification requirements, and matters considered meritorious in view of the position. The expert is to justify the statements given to applicants that are considered primary candidates for the position. Hence, only applicants who are considered eligible for the position are given a justified statement. The statement is to explain why the expert has chosen the applicants that are assessed more closely and why the other applicants have been left without a closer appraisal. The experts may discuss the topic with one another and they may submit a joint statement.

The following materials are delivered to the experts: this appointment description and its attachments, copies of the application documents, and the publications appended to the applications. They are asked to submit their written statement(s) on the applicants within three months. Before selecting the assessors, the applicants are given an opportunity to send a notice regarding the candidates' disqualification.

The Executive Board may carry out a preliminary assessment of the applicants and deliver the documents of the best applicants for expert assessment.

### **Instructions on communication and materials**

To receive the necessary information and notifications regarding the appointment procedure, the applicants must tell how they can be reached and provide an address to which the relevant notifications can be sent.

The following documents are to be attached to the application:

- The application / letter of motivation
- The applicant's CV
- A list of publications complying with the instructions of the Research Council of Finland
- Up to ten most important publications in view of the position
- A research plan concerning the position

The position is opened for application in November 2024 and the application period lasts for 30 days.

### **Further information related to the position and appointment**

The position of professor takes effect on 1 April 2025 and continues until further notice. The position of associate professor takes effect on 1 April 2025 and continues for a fixed period of five (5) years. The associate professor's fixed term is due to the tenure track model. The new employee will be subject to a trial period of six months.

Upon concluding an employment contract with the selected associate professor, a more detailed agreement is made about the criteria, objectives, and results that are to be achieved during the term of employment. This is done to enable progression to the next level on the tenure track.

The salary in the position is based on the universities' salary system for teaching and research personnel. The salary consists of a task-specific and a personal performance-based salary component. According to competence level classification, the professor's task-specific component conforms to levels 8–11 (€5,223.57 – €7,697.25 per month), while the associate professor's task-

specific component conforms to level 7 (€4,320.23 per month). In addition, the total salary includes a personal performance-based component amounting up to 50% of the task-specific component.

The Executive Board of the Arctic Centre sets up an appointment committee that takes care of its part of the process and prepares a recruitment proposal for the Executive Board. Thereafter, the Executive Board presents a proposal to the rector on the person to be appointed to the position.

The position is opened for international application. The application announcement is published at least on the university web pages, on the mol.fi pages, and via jointly agreed international channels.

Further information on the appointment procedure:

Director **Johanna Ikävalko**, johanna.ikavalko(at)ulapland.fi, mob. +358 400 291 066

Vice Director **Osmo Rätti**, osmo.ratti(at)ulapland.fi, mob. +358 400 138 804