**Evaluation of Candidate for Assistant Professor in XXX**

The committee should consider the criteria below. The evaluation should be based on the application (cover letter, CV, teaching portfolio, publications submitted at the time of application) relative to the advertised position. The criteria are relevant for fixed term assistant professor evaluations and for tenure track assistant professor evaluations.

Candidates are judged by a balanced evaluation of the criteria. They are divided into three categories:

* A-criteria are essential.
* B-criteria are important. However, it is acceptable if some are not fulfilled.
* C-criteria are relevant, though not specifically required. If fulfilled, they weigh positively in the overall assessment of the candidate.

**Applicant**

Name and nationality.

Academic exams and degrees (discipline, date and institution)

Current position and number of years in the current position

**General academic profile**

(B) Demonstrated ability to collaborate, build professional relationships and engage in peer-to-peer reflections, both with respect to education and research

(C) Demonstrated ability to provide leadership, inspiration, and guidance to colleagues, both with respect to education and research

(C) Demonstrated ability to advance and enable more junior colleagues, both with respect to education and research

(A) Good communication skills (oral and written)

**Research**

(B) Demonstrated ability to perform research of outstanding quality

(A) Papers as main contributor in high-quality journals or other high-quality publications channels

(B) Papers in the very best publications channels within the respective research area

(B) Highly cited papers within the respective international scientific community

(B) Independent production after PhD (demonstrating e.g., ability to work on new topics and with new colleagues after PhD)

(A) Innovative research plans with potential for ground-breaking research

(B) Demonstrated ability to attract external funding

(C) Demonstrated ability to manage large collaborative research projects

(C) Demonstrated ability to contribute to interdisciplinary research

(C) Potential to create or renew a field of research

**Education and Teaching \*)**

(C) Demonstrated ability to perform teaching of outstanding quality

(C) Demonstrated ability to master essential teaching and thesis supervision practices, considering both academic goals and the students' learning

 prerequisites (co-supervision taken into account for all categories but Prof.)

(C) Demonstrated ability to independently plan, carry out and evaluate exams in accordance with specific academic objectives

(C) Demonstrated ability to reflect upon and systematically develop own teaching and supervision practices

(B) Demonstrated ability to create, in collaboration with students, a constructive and learning-oriented teaching and study environment

(C) Demonstrated ability to collaborate with colleagues and students in order to develop and carry out teaching and thesis supervision, including the responsibility for course administration

(C) Demonstrated ability to ascertain own teaching and thesis supervision competencies and in collaboration with others, develop own teaching and thesis supervision practices

(C) Demonstrated ability to develop and improve teaching, supervisory, examination and quality assurance practices in collaboration with students, colleagues, and the surrounding society

(C) Demonstrated ability to teach digital and other generic skills, reflecting their relevance for society

\*) Many criteria in this domain reflect upon the Danish framework for advancing university pedagogy (<https://dkuni.dk/wp-content/uploads/2021/03/danish-framework-for-advancing-university-pedagogy-1.pdf>)

**Network and collaboration**

(A) International research collaborations (e.g., joint papers or projects)

(B) Experience with research environment(s) other than the candidate's PhD institution

(B) Short- or long-term research stay at a research institution outside Denmark

(C) Activities such as work on committees or editorial boards, invited lectures, peer-reviewing, etc

(C) Local academic community service (e.g., participation in departmental committees)

(C) Demonstrated ability to perform public outreach

(C) Demonstrated ability to collaborate with industry or public sector (e.g., patents, spin-off, student projects)

**Other criteria relevant to the advertised position**

**Summary and conclusion of evaluation**