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Principles for appointments to professorships at the Faculty of Natural Sciences

- 1) Generally, professorships at Nat must be filled after broad international calls for applications and a prior search process. The positions must be included in approved departmental budgets and recruitment plans. The job category is used both to attract strong external candidates as well as a step on the career ladder for strong internal candidates. The job advertisement must encourage under-represented genders to apply. At the same time, the job advertisement must also clearly state that the university does not practice preferential hiring in relation to the under-represented gender. Furthermore, job advertisements must always state that all interested candidates, regardless of personal background, are encouraged to apply for the position, and that all applicants are evaluated on the background of their qualifications in relation to the requirements of the position.

The dean can decide to appoint a person at professor level without advertising the position.

However, this is only in exceptional circumstances, and only in cases where there is a particularly qualified candidate for the position, and an expert assessment shows that the person in question is clearly better qualified than any other who could be considered if the position were advertised under the normal process. Internal candidates may not be appointed without an advertisement. This means that even if the head of department or the department management team assesses that there is an internal candidate is qualified for a position, the position must be advertised under the normal procedure.

- 2) The number of professors in the individual subject areas is to be based on needs and the international comparability of quality, not on quotas.
- 3) Promotion from associate professor or senior researcher to professor must be a genuine possibility for NAT employees whose academic level, activity and impact are clearly on par with professors at internationally leading universities within the subject area with an equivalent – or higher – PhD age (time elapsed since attainment of PhD degree excluding periods of research inactivity, such as maternity/paternity leave, military service, appointments without research possibilities, etc.).
 - a) The head of department must – with the involvement of the appropriate bodies at the department – ensure the performance of regular evaluations of whether professorships should be advertised, for which internal candidates with the appropriate qualifications may apply in open competition.
 - i) Such advertisements must be worded in broad terms and advertised both nationally and internationally. In order to secure an adequate number of high-quality and diverse applicants (external applicants, international applicants and applicants of all genders), the department management team will implement various initiatives, including a search committee. A search committee is used to secure a high-quality field of applicants and diverse genders. Wording such as “one or more professorships” may be employed in order to make several concurrent appointments possible, thereby encouraging both external and internal applicants to apply.
 - ii) As with other recommendations to the dean regarding the appointment of permanent members of academic staff, recommendations for professorships must provide detailed accounts of both the search and assessment processes.
 - b) In the context of an SDD or in some other way, the head of department must ensure that

associate professors and senior researchers who are eligible for consideration for a professorship are clearly informed of what is required to be considered as a candidate for a professorship in the subject area in question. The head of department is particularly obligated to ensure focus on gender equality in this context.