

TENURE TRACK

Natural Sciences

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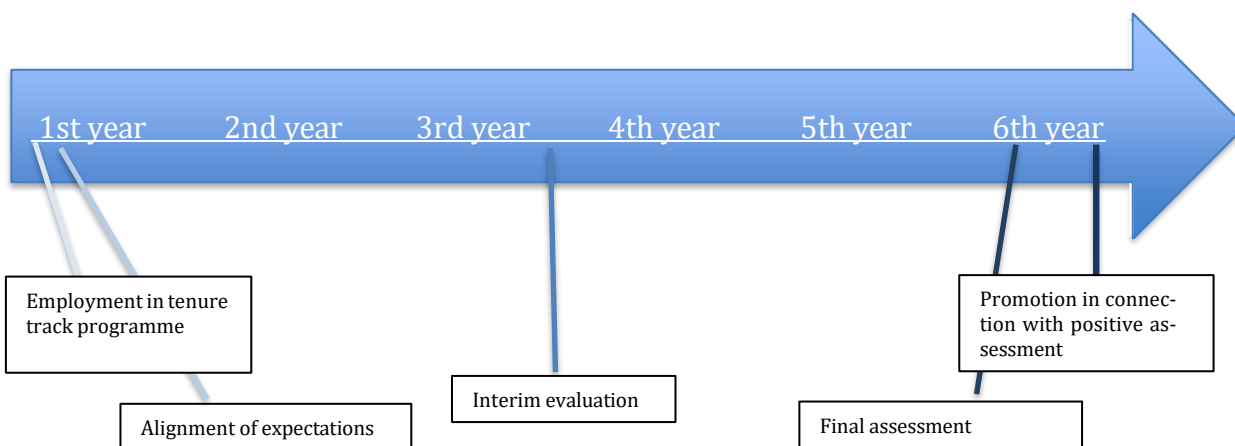
Natural Sciences TENURE TRACK

Natural Sciences Tenure Track at Aarhus University is an attractive career opportunity for promising researchers from all over the world. Highly qualified candidates are employed at assistant professor/researcher level for a six-year period with promotion to associate professor/senior researcher level depending on a positive assessment at the end of the tenure track programme. The promotion is based solely on the results of tenure track assistant professor/researcher and not on comparison with other candidates. Applicants for a tenure track position are typically expected to have two to six years of relevant experience after completing a PhD. An interim evaluation is usually carried out after approximately 3 years.

By increasing coherence in the scientific career path, Natural Sciences Tenure Track contributes to:

- Attracting and retaining highly qualified, promising talent from all over the world.
- Promoting the academic development and independence of researchers at an early stage of their career.
- Creating transparency in the academic career process.

A tenure track programme at Natural Sciences will generally be conducted as follows:



1. Appointment to the tenure track programme

The applicant must comply with [criteria for evaluating candidates for scientific positions at AU Natural sciences](#)

Natural Sciences places importance on:

- The applicant's ability to document exceptional results and a high degree of independence in their previous education programmes and employment.
- The applicant's ability to document experience with international research collaboration.
- The applicant's ability to communicate in English at an academic level.
- The applicant's potential to reach the highest international level within their academic field.
- The applicant's ability to meet the criteria for associate professor/senior researcher positions at Natural Sciences after completing the tenure track programme ([criteria](#)).

1.1. Application

Applicants for the tenure track programme are typically expected to have two to six years of relevant experience after completing their PhD. An application for the Natural Sciences Tenure Track must comply with the formal requirements set out in the [Guidelines for applicants - temporary and permanent scientific positions](#).

1.2. The appointment process

The appointment process for the Natural Sciences Tenure Track follows the standard procedure for tenured appointments of academic staff at Natural Sciences ([Guidelines for applicants - temporary and permanent scientific positions](#)). This is done to ensure that only applicants with a very high academic level are considered for a tenure track programme. All appointments to tenure track positions are filled following advertisement of the position. The assessment is completed on the basis of Natural Science's [criteria for evaluating candidates for scientific positions](#).

2. The tenure track programme

2.1. Alignment of expectations

At the start of the appointment, the head of department meets with the new employee, to inform them of the requirements, guidelines and expectations connected with the tenure track programme. Based on this, a specific set of expectations is prepared for the tenure track assistant professor/researcher.

The alignment of expectations will be included in the HR appointment case and will be of considerable importance in connection with the interim and final evaluation.

For example, the tenure track assistant professor/researcher is expected to:

- establish and manage their own independent research group by e.g. obtaining personal external funding.

- achieve a clear profiling of their own and their research group's results through significant international publication activity, etc.
- demonstrate a significant independent profile within supervision, teaching and, if relevant, consultancy.
- have a flair for collaboration.

Aarhus University offers:

- Access to the department's infrastructure.
- The opportunity to develop research leadership competences
- Teacher training programme for assistant professors
- PhD supervisor course

2.2. *Interim evaluation*

As a rule, the interim evaluation takes place after three years of employment but can be moved to a time between two and four years after the commencement of employment if agreed upon by the candidate and the head of the department. The rescheduling of the interim evaluation beyond this period can be agreed between the candidate and the head of the department after discussing it with the dean and HR.

The purpose of the interim evaluation is:

- To ensure that the tenure track assistant professor/researcher is on the right track with regard to achieving a positive final evaluation.
- To advise the tenure track assistant professor/researcher with regard to planning the remaining time of the tenure track programme
- To give feedback to the tenure track assistant professor/researcher from internal and possible external assessors.
- To support the qualification of the basis for the final assessment

If the agreed targets for the six-year programme are assessed to have been met in connection with the interim evaluation, the head of department will discuss with the dean and afterwards with the candidate whether the final evaluation should be initiated earlier than the original expiry deadline of the tenure track period.

Process for interim evaluation:

Time frame	Steps
4 months before the evaluation meeting	<p>HR sends a reminder to the head of department about the start-up of interim evaluation.</p> <p>In agreement with the head of department, HR contacts the tenure track assistant professor/researcher informing them of e.g. the materials to be handed in. These materials are usually:</p> <ul style="list-style-type: none"> - CV - a status statement regarding the alignment of expectations. - a complete list of publications, including indication of the five most important works - a description of research activities so far (summary) - a description of planned research activities

	<ul style="list-style-type: none"> - teaching portfolio and/or portfolio and documentation of participation in consultancy - description of participation in various committees and administrative forums
	The evaluation committee is appointed by the head of department and consists of the head of department(chair) and at least two academic staff members who must be at associate professor/senior researcher level at minimum.
3 – 2,5 months before the evaluation meeting	The tenure track assistant professor/researcher submits material
Approx. 2.5 – 2 months before the evaluation meeting	<p>HR forwards the material to the evaluation committee. The alignment of expectations and CV from when the candidate was appointed must be enclosed. The template for the interim evaluation must be used for the evaluation, and it must be based on the criteria for evaluating candidates for scientific positions at Natural Sciences: criteria</p> <p>In other words, it must be assessed whether the candidate has, to a relevant degree, moved from fulfilling the tenure track criteria towards being able to meet the final evaluation criteria as associate professor/senior researcher at the final evaluation date. When the evaluation has been completed it must be submitted via Emplu under the document tab</p>
Approx. 4 – 2 weeks before the evaluation meeting	The head of department invites the evaluation committee and tenure track assistant professor/researcher to the evaluation meeting.

Evaluation meeting (normally after three years of employment)	<p>The evaluation meeting.</p> <p>Discussion of the programme so far and the process up to the final evaluation, including the statements by the external reviewers. The discussion takes place on the basis of the criteria for evaluating candidates for scientific positions at Natural Sciences (criteria) and will, as a general rule, result in recommendations. If the evaluation is not unambiguously positive, the discussion may result in a number of formulated requirements to be met. If deemed appropriate, it may be possible to create a follow-up plan with the head of department/mentor or the committee.</p>
Subsequently	<p>The committee submits a statement (template for the interim evaluation must be used) containing the essence of the discussions and recommendations, possibly including requirements or a follow-up plan. The statement and the external reviews constitute the interim evaluation. HR files the evaluation with the personnel records for later use in connection with the final assessment. The interim evaluation constitutes an important part of the final evaluation.</p> <p>HR sends the statement to the tenure track assistant professor if the candidate has not already received it.</p>

3. Final assessment

At the end of the tenure track programme, a final assessment is initiated with a view to assessing whether the tenure track assistant professor/researcher meets Natural Science's [criteria for evaluating candidates for scientific positions](#)

As a general rule, the final assessment takes place within the last six months of the appointment as tenure track assistant professor/researcher, and must be completed before the end of the programme (typically no later than six years after the appointment). The alignment of expectations and interim evaluation are considered as compelling elements of the overall basis for the final assessment. If the final assessment is initiated before the end of the fifth year, the initiation must be discussed with the dean.

In accordance with the job structure, the candidate is entitled to demand that the final assessment be initiated at any time within the first four years. However, the candidate must be aware that the interim evaluation is included in the assessment basis, and if the assessment is “not qualified”, then there is only one opportunity left for assessment and it must take place within the last six months of employment.

It is therefore recommended that the candidate and the head of department have a thorough dialogue about options.

An early final evaluation can be considered if the agreed targets for the six-year programme have been clearly met already in connection with the interim evaluation (see section 2.2 above).

In the event of a positive assessment, the tenure track assistant professor/researcher will receive tenure as associate professor/senior researcher. A negative assessment will result in dismissal in accordance with the collective agreement rules.

Process for the final evaluation:

The referred to deadline is the end of the six-year period.

Time frame	Steps
Approx. 7 months before the deadline.	HR sends a reminder to the head of department and the candidate regarding the deadline for the final evaluation
	The tenure track assistant professor/researcher requests that the head of department initiates the final evaluation.
	The head of department submits the request to HR.
	<p>HR informs the tenure track assistant professor/researcher of the materials to be submitted within the one-month deadline. The head of department is asked whether there are any special requests for material.</p> <p>The candidate is requested to submit the following:</p> <ul style="list-style-type: none"> - CV - A status statement covering the alignment of expectations and the interim evaluation statement. - a complete list of publications, including indication of the five most important works - a description of research activities so far (summary) - a description of planned research activities - teaching portfolio and/or portfolio and documentation of participation in consultancy - description of participation in various committees and administrative forums - Any other material as requested by the head of department. <p>The written alignment of expectations from the time of appointment and the material from the interim evaluation will be supplied by the candidate's HR case.</p> <p>The abovementioned constitutes the assessment material.</p>
	The head of department appoints an assessment committee consisting of three assessors with an external majority in accordance with the faculty's current guidelines, including impartiality. This means that external members of the assessment committee must, at a minimum, be at associate professor level/senior researcher level. At least one person must be

	<p>from a foreign university or research institution, they must have internationally documented strong qualifications, and efforts must be made to ensure that the composition of the external assessors is gender balanced. The department head is chairman of the assessment committee.</p> <p>A member may be disqualified if:</p> <ul style="list-style-type: none"> • They have a personal or financial interest in the outcome of the case. • Their close relatives or cohabitant have/has a personal or financial interest in the outcome of the case. • They are closely associated with a company, association or the like with a particular interest in the outcome of the case, or where other circumstances exist that may cast doubt on their impartiality, for example close friendship or evident enmity. <p>At Natural Sciences, members of assessment committees may only to a very limited extent be involved in joint publications and projects with applicants, and no joint publications whatsoever within the past five years.</p> <p>HR sends the tenure track assistant professor/researcher information on the composition of the assessment committee.</p> <p>HR sends the composition of the assessment committee to the Academic Council for approval.</p>
Max. 5 months before the deadline.	Deadline for the candidate's submission of assessment material.
Max. 4 months before the deadline.	The overall assessment material is sent to the assessment committee, which is given six weeks to submit an assessment based on the criteria for evaluating candidates for scientific positions at Natural Sciences. The specific requirements for the function of the position, which are described in the alignment of expectations and interim evaluation, bear significant weight in the assessment.
	HR submits the assessment to the tenure track assistant professor/researcher, and they are given a deadline of one week to submit comments on the assessment. At the same time, the head of department informs the tenure track assistant professor/researcher of the outcome of the assessment and discusses future tasks.
Before the deadline	The department enters the start date of the new position in MSK. HR will initiate salary negotiations and send a new employment contract. In the event of a negative assessment, the head of department and HR will begin redundancy procedures.

Absence due to maternity or adoption leave or long-term illness are not included in the maximum time granted to complete the programme. Deadlines during the programme (e.g. the dates for interim and final evaluations) are adjusted accordingly.

Links

[Criteria for evaluating candidates for scientific positions at AU Natural Sciences](#)

[Guidelines for applicants - temporary and permanent scientific positions](#)

[Bekendtgørelse om stillingsstruktur for videnskabeligt personale ved universiteter](#)