Criteria for evaluating candidates for scientific positions at AU Natural Sciences

This document describes the entry criteria that Faculty of Natural Sciences at Aarhus University (AU Natural Sciences) uses when assessing candidates for different types of scientific positions (link til stillingsbeskrivelser – will be added when available). First and foremost, it is an invitation to dialogue between a (potential) candidate for at position, and the department in question.

The following types of positions are covered:

- Assistant Professor or Researcher (Assist. Prof.)
- Associate Professor or Senior Researcher (Assoc. Prof.)
- Professor (Prof.)

The criteria are graded by three levels of importance:

- Criteria marked "A" the column for the respective type of position (cf. tables below) are essential.
- Criteria marked "B" in the column for the respective type of position (cf. tables below) are important. However, it is acceptable if some are not fulfilled.
- Criteria marked "C" in the column for the respective type of position (cf. tables below) are relevant, though not specifically required. If fulfilled, they weigh positively in the overall assessment of the candidate.

The tables below are structured as follows:

- The left-most column describes the criterion.
- The following columns address the different types of positions, stating the importance of the criterion (A, B or C, see definitions above) for the respective type of position.

The document is meant to be used by:

- Evaluation committees, research committees, department heads, deans, and others who assess the qualification of candidates
- Researchers to evaluate their own prospects for obtaining a position at AU Natural Sciences, in a dialogue with the department in question
- Researchers to evaluate their prospects for progressing at the AU Natural Sciences, e.g., within the tenure track framework.

Please note:

- The document describes entry level criteria, i.e., the qualifications needed when starting in a particular position.
- What it takes to live up to a certain criterion, depends on the position in question and the candidate's career stage. For example, the requirements to meet a criterion may be higher for Professor than for Associate Professor, even if the criterion is considered equally important for the two positions (e.g., both A). Thus, this document is first and foremost an invitation to dialogue between a (potential) candidate for a position, and the department in question.
- With respect to progression, the tables below also display the increasing number of requirements to be met when advancing at AU Natural Sciences, e.g., from a Tenure Track Assistant Professor position to an Associate Professor position, or from an Associate Professor position to a Professor position (cf. AU Natural Sciences' Tenure Track and Professor Promotion frameworks, respectively): The number of criteria marked A (i.e., "essential") increases from the "Assist. Prof." column, to the "Assoc. Prof." column, to the "Prof." column. For scientists already employed at AU Natural Sciences, the tables thus provide a basis for addressing the development necessary to progress, e.g., in the framework of Staff Development Dialogue. Remember however, from above, that progression will require living up to both more numerous, and higher, expectations.

- Already during the application and selection process for a tenure track position, the "Assoc. Prof." column must be consulted since it provides the means to assess the necessary development of the candidate during their tenure track phase at Natural Sciences. A thorough assessment of the candidate's potential to meet the criteria marked A or B in the "Assoc. Prof." column at the end of their tenure track term, is a core element in the selection process for tenure track positions at AU Natural Sciences. A candidate who lacks potential to live up to the requirements for an Associate Professor position at AU Natural Sciences at the end of their tenure track term will not be considered for a tenure track position in the first place.

General academic profile	Importance for position type		
	Assist. Prof.	Assoc. Prof.	Prof.
Demonstrated ability to collaborate, build professional relationships and engage in peer-to-peer reflections, both with respect to education and research	B	A	A
Demonstrated ability to provide leadership, inspiration, and guidance to colleagues, both with respect to education and research	C	B	A
Demonstrated ability to advance and enable more junior colleagues, both with respect to education and research	C	B	A
Good communication skills (oral and written)	A	A	A

Research	Importance for position type		
	Assist. Prof.	Assoc. Prof.	Prof.
Demonstrated ability to perform research of outstanding quality	B	A	A
Papers as main contributor in high-quality journals or other high-quality publications channels	A	A	A
Papers in the very best publications channels within the respective research area	B	A	A
Highly-cited papers within the respective international scientific community	B	B	A
Independent production after PhD (demonstrating e.g., ability to work on new topics and with new colleagues after PhD)	B	A	A
Innovative research plans with potential for ground-breaking research	A	A	A
Demonstrated ability to attract external funding	B	A	A
Demonstrated ability to manage large collaborative research projects	C	B	A
Demonstrated ability to contribute to interdisciplinary research	C	C	B
Potential to create or renew a field of research	C	B	A

Education and Teaching *)	Importance for position type		
	Assist. Prof.	Assoc. Prof.	Prof.
Demonstrated ability to perform teaching of outstanding quality	C	A	A
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	A	A
Demonstrated ability to independently plan, carry out and evaluate exams in accordance with specific academic objectives	C	A	A

Demonstrated ability to reflect upon and systematically develop own teaching and supervision practices	C	A	A
Demonstrated ability to create, in collaboration with students, a constructive and learning-oriented teaching and study environment	B	A	A
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	B	A
Demonstrated ability to ascertain own teaching and thesis supervision competencies and in collaboration with others, develop own teaching and thesis supervision practices	C	A	A
Demonstrated ability to develop and improve teaching, supervisory, examination and quality assurance practices in collaboration with students, colleagues and the surrounding society	C	B	A
Demonstrated ability to teach digital and other generic skills, reflecting their relevance for society	C	B	A

*) *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)*

Example Teaching portfolio – link will be added when available

Network and collaboration	Importance for position type		
	Assist. Prof.	Assoc. Prof.	Prof.
International research collaborations (e.g., joint papers or projects)	A	A	A
Experience with research environment(s) other than the candidate's PhD institution	B	A	A
Short- or long-term research stay at a research institution outside Denmark	B	A	A
Activities such as work on committees or editorial boards, invited lectures, peer-reviewing, etc.	C	B	A
Local academic community service (e.g., participation in departmental committees)	C	B	A
Demonstrated ability to perform public outreach	C	B	A
Demonstrated ability to collaborate with industry or public sector (e.g., patents, spin-off, student projects)	C	C	B