

## Criteria for evaluating Candidates for Positions as Full Professor, Associate Professor, Senior Researcher, Senior Advisor, Tenure track assistant professor, Tenure track researcher

The set of criteria below may be used by:

- Evaluation committees, research committees, department heads, deans, and others who discuss the qualifications of candidates.
- Researchers to evaluate their own prospects for obtaining a position at the Faculty of Technical Sciences at Aarhus University. Candidates are judged by a balanced evaluation of the criteria. They are

divided into three categories:

- A-criteria are very important.
- B-criteria are also important, but it is acceptable if some are only partly fulfilled.
- C-criteria are qualifications and experiences that are not specifically required by a candidate for this type of position. However, these count positively and may to some extent compensate for not fulfilling all A- and B-criteria.

The letters in front of a criterion indicate the demand for a:

- full professor (1)
- associate professor (2)
- senior researcher (3)
- senior advisor (4)
- tenure track assistant professor (5)
- tenure track researcher (6)

Some professorships have their main duties within research and teaching, while others have their main duties within research and industrial/ public sector collaboration. Hence, the professorship column splits into two alternative columns for teaching and industrial/public sector collaboration when it is relevant.

### Research (peer-reviewed publications)

Criteria for position number						Amount/Quality for position number			Describing text
1	2	3	4	5	6	1	2+3+4	5+6	
A	A	A	A	A	A	Numerous	Several		Papers in high-quality journals or other high-quality publication channels. <sup>1</sup>
A	A	A	C	B	B	Several	Some		Papers in the very best publication channels within the research area. <sup>1</sup>
A	A	A	C	B	B	Many	Some	Some	Papers with good citation numbers. <sup>1</sup>
A	A	A	C			Excellent	Good		H-index (depending on research area {and number of years after PhD degree}).
A	A	A	B	A	A				Independent production after PhD (e.g. demonstrating ability to work in different subareas and with different people)
				A	A				Innovative research plans

<sup>1</sup>Number depends on research area. First/communicating authorships are taken into account when relevant.

**Research (network)**

Criteria for position number						Amount/Quality for position number			Describing text
1	2	3	4	5	6	1	2+3+4	5+6	
A	A	A	B	A	A	Extensive			International research collaborations (e.g. joint papers and applications).
A	B	B	C	C	C				Programme/organising committees, editorial boards, invited lectures, peer-reviewing, etc.
A	A	A	B	A	A				Long-term research stay(s) abroad at another internationally acknowledged university or research institution.
C	C	C	C	C	C				PhD-study/employment in a world-class research group.

**Research (academic leadership/funding)**

Criteria for position number						Amount/Quality for position number			Describing text
1	2	3	4	5	6	1	2+3+4	5+6	
A	B	B	C	A	A	Demonstrated		Clear potential to perform	Ability to perform ground-breaking research
A	B	B	C	B	B	Demonstrated		Clear potential to provide	Ability to provide scientific leadership, inspiration and guidance of research colleagues.
A	B	B	B	B	B	Demonstrated ability to manage large research projects	Ability to manage large research projects	Ability to manage research projects or substantial parts of these	Ability to manage research projects
A	A	A	A	A	A	Ability to attract Substantial external funding		Clear potential to attract external funding	Ability to attract external funding.
C	C	C	C	C	C				Experience with interdisciplinary research.
C	C	C	C	C	C				Elite funding such as ERC.

**Teaching and outreach**

Criteria for position number						Amount/Quality for position number			Describing text
1	2	3	4	5	6	1	2+3+4	5+6	
A	A	A	C	B	B		Supervision or co-supervision	Supervision or co-supervision	Supervision of PhD students and Master's thesis students/bachelor projects.
A	A	A	C	B	B	Demonstrated	Demonstrated		Ability to deliver high-quality teaching (e.g. undergraduate/graduate/PhD/continuing education and training)
A	B	B	C	C	C				Development of teaching plans/material.
C	C	C	C	C	C				Implementation/development of innovative teaching methods.
B	B	B	A	C	C				Public outreach, e.g. popular science lectures/articles.

**Industrial/public sector collaboration**

Criteria for position number						Amount/Quality for position number			Describing text
1	2	3	4	5	6	1	2+3+4	5+6	
B (research and teaching) A (research and industrial/public sector collaboration)	B	A	A	C	B				Collaboration with/employment in industry/public organisations or planning and management of consultancy/advisory projects or monitoring programs.
B	B	B	B	C	B				Providing the scientific basis for industrial collaboration or legislative/political decision-making.
C (research and teaching) B (research and industrial/public sector collaboration)	C	B	A	C	B				High-quality advisory papers/technical reports, collection/analysis/modeling of large data sets, and quality assurance experience.
C (research and teaching) B (research and industrial/public sector collaboration)	C	B	B	C	C				Development/application of models/analytical methods etc. for use in industry/public sector and membership of expert groups/boards in ministries/EU etc.
C	C	C	C	C	C				Patents/spin-off companies.

**Additional skills**

Criteria for position number						Amount/Quality for position number			Describing text
1	2	3	4	5	6				
A	A	A	A	A	A				Good communication skills (oral and written).
A	A	A	A	A	A				Ability to collaborate and build relationships.
B	C	C	C	C	C				Contribution to local administration (e.g. participation in departmental committees).