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Principles for appointments to professorships at the Faculty of Technical Sciences:

- 1) Generally, professorships at Tech 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 primary function of professor with special responsibilities (MSO) positions is to attract external expertise, not as a form of internal promotion.

The dean may decide to recruit a person at professor level without a job advertisement. However, this may only be in exceptional circumstances and when there is a particularly qualified candidate for the position, and an expert assessment deems that the person in question is clearly better qualified than any others who could be considered if the position were advertised as usual. This procedure cannot be applied for internal candidates. This means that, even if the head of department or the department management team assess that there is a qualified internal candidate for a position, the position must be advertised.

- 2) The number of professors in the individual subject areas is to be based on their needs and the international comparability of quality, not on quotas.
- 3) Promotion from the position of associate professor or senior researcher to professor must be a genuine possibility for Tech 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 periods, such as maternity/paternity leave, military service, appointments without opportunities for research, 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 job advertisements should be worded broadly and advertised nationally and internationally. In order to secure an adequate number of high-quality and diverse applicants (external applicants, international applicants and applicants of both 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 in the case of other nominations to the dean regarding full-time academic appointments, in connection with nominations to professorships a detailed account must be provided of search and assessment processes, as well as of how the qualifications of the nominated candidate(s) are equivalent to the highest international level within the subject area in question at an equivalent career stage.
- b) The head of department must, in the context of an SDD or in another way, ensure that associate professors and senior researchers who are eligible for consideration for a professorship are clearly informed of what is required in order 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.