Instructions: Fields in gray shall be filled out. Other text should not be edited. Remove fields in yellow when the document is completed.

## Employment profile for Assistant Professor in [Subject field]

### Subject field

[Subject field].

### Subject description

[Here the subject field is clarified via a description, which should factually correspond to the subject field.].

### Duties

[Specify duties that are included in the position e.g. research, teaching and management duties. Please note that the grounds of assessment shall not be mentioned here, nor the subject description.].

The assistant professor will be given opportunity to develop their independence as researcher and gain accreditation that may allow them to take other teaching positions with higher eligibility requirements (see Chapter 4, Section 12 a of the Swedish Higher Education Ordinance). Following application, the assistant professor can apply for promotion to associate professor in accordance with Chapter 4, Section 12 c of the Higher Education Ordinance.

### Eligibility

An individual who has completed a doctorate or equivalent scientific competence is qualified for appointment as an assistant professor. Candidates who met those qualifications a maximum of five years before the deadline for applying for the appointment as an assistant professor has expired should be prioritized. Other candidates may also be considered there are special reasons. Special reasons’ refers to absence due to illness, parental leave or other similar circumstances.

Assessment criteriaThe assessment criteria below are taken from the KTH appointments procedure. Additional grounds of assessments should be determined on the basis of the employment duties. The assessment criteria are the final selection instruments used to tip the scales between competent candidates competing for the position.

The assessment criteria for appointment as an assistant professor at KTH are stated in KTH's appointments procedure section 1.3, and apply in relation to the employment profile laid down. Weight the assessment criteria in the employment profile and adapt to the specific subject field if necessary.

**List the assessment criteria and how they will be weighted.**

**Of *highest importance* is that the applicant has**

<List the grounds of assessment here (from list below) that you think has this meaning>

**Of *second highest importance* is that the applicant has**

<List the grounds of assessment here (from list below) that you think has this meaning>

**It is *also important* that the applicant has**

<List the grounds of assessment here (from list below) that you think has this meaning>

The following assessment criteria are stated in the KTH Appointments procedure and must be incorporated in the employment profile. Specify these, if necessary, in relation to the specific subject field.

* [choose weighting] scientific expertise demonstrated through scientific publications, conference attendance, attendance of research cooperation and also other undertakings in the scientific community such as assignments as a reviewer or expert..
* [choose weighting] potential to qualify for a higher teaching post. This includes the potential for independent development as a researcher and teacher within the subject field in question and also the ability to establish, review and develop the research area in question.
* [choose weighting] experience from a postdoctoral visit in a research environment other than the university at which the applicant defended their doctoral thesis. In application-oriented areas, experience from research and development work within the industry or other organisations is considered to correspond to a traditional postdoc visit to another university.
* [choose weighting] an interest in and understanding of pedagogical development within the subject field in question.
* [choose weighting] interest in and insights concerning leadership in academia, collaboration with the outside community, and awareness of diversity and equal opportunity issues with a particular focus on gender equality.
* [choose weighting] administrative expertise.

Additional assessment criteria may be determined. Specify weight according to the above and place under the bullet point for the respective weighting.

**Special grounds of assessment for promotion to associate professor**

The following is a suggested wording for these special grounds of assessment – the text can be modified or replaced but special grounds of assessment for promotion to associate professormust be included in the employment profile:

*When assessing applications for promotion to associate professor, provisions according to Section 1.2.4 of Appointments procedure at KTH will be applied. Ability to teach in Swedish is a merit that is given great importance in the application for promotion.*