Criteria for the position of Assistant Professor (UD)

Important: please read the accompanying notes in the memorandum 'promotion policy academic staff FBW (August 2012)'.

General

The Assistant Professor (UD) contributes to academic education and research and supports the organisation. In addition to independently providing education and research, he/she contributes to the quality and financial health of the group, and in doing so, to the continued existence of the organisation.
Many duties are performed in consultation with a supervisor/supervisors and within clearly defined frameworks.

Duties belonging to the position

The UD's duties are based on the WP-FLOW II and are focused on the following aspects:

− Providing education, but also contributing to the innovation of education and being co-responsible for quality control.
− Conducting research and publishing.
− Assisting PhD candidates.
− Assisting with fundraising.
− Providing support to work groups and boards in his/her own group/department.
− Contributing to providing value regarding the academic knowledge and insights developed to other academic fields, but also to society, the government and the business community.

For a comprehensive elaboration, see the WP FLOW II Scheme (http://www.uu.nl/NL/Informatie/medewerkers/arbeidsvoorwaarden/Documents/RegelingWP-FLOWII.pdf).

Requirements

− Must have obtained a doctorate degree and possess Basis Qualification in Education.
− Must have a command of Dutch and English at B2 level.

Taking a sabbatical is stimulated. The candidate preferably has at least two years of work-related experience abroad.

Notes to external candidate: with the exception of the doctorate requirement, the candidate may not be able to meet the other requirements at the time of appointment, for instance because it is a foreign candidate who has not yet obtained his/her Basis Qualification in Education, or who does not speak Dutch yet. Alternatively, the candidate may be a person who has worked in the business sector instead of at a foreign institution. In this case, it is up to the (Appointment) Advisory Committee (see notes relating to the procedure) to state this and to provide advice about the steps to be taken to eliminate deficiencies, and to meet the qualification requirements within a certain period of time.

Stating competences in relation to a position is aimed at providing a guide for aspects, such as skills, attitude and behaviour, and may be used, in addition to the position criteria, to support the assessment regarding the definition of the position.

Competences from the University Job Ranking profile

Important competences for a UD are:
- **Conceptual skills:** Is able to formulate ideas or concepts based on complex information and to construct conceptual models. Is able to place problems or situations in a broader framework, which results in a broader and deeper insight.
- **Interpersonal skills**: Demonstrates to be well-informed about the social, political and job-related developments, and effectively uses this knowledge for the benefit of his/her own position or organisation.
- **Presentation skills** (performances, oral presentations): Presents ideas or information in a clear manner, taking into account the target group. Pays attention to the form, composition and structure in which a message conveyed.
- **Result-oriented** (decisiveness): Aimed at achieving the objectives and qualitative and quantitative results. Is able to translate objectives into concrete or visible results. Confronts others in the event of disappointing results, or results not achieved. Achieves objectives according to plan.

		UD2 (SCALE 11)	UD1 (SCALE 12)
Education		- The UD is a member of education-related committees and contributes to the development/innovation of at least 1 course (contents, form, examination). He/she devotes at least 30% of his/her time to this. - Repeated positive student education evaluations (at least a 3.5 on a scale of 1 to 5). - Has successfully assisted at least 3 students with their MSc graduation research. - Acts as a tutor and/or is involved in the selection of students. - Possess a Basis Qualification in Education (BKOw)	As a UD2 plus: - Make a considerable contribution to the development/innovation of 1 course. - Has successfully assisted at least 5 students with their MSc graduation research.
Research	Research activities	- The UD devotes at most 70% of his/her time to conducting research independently. - Assists at least 1 PhD candidate.	As a UD2 plus: - Conducts independent research based on an own, approved research proposal. - Assists at least 2 PhD candidates.
	Publication output (of research, for which the UL is responsible as the main author).	The UD demonstrates a sound academic output, which is proved by: - An h-index of at least 8 with an average increase of 1.5 in academic research experience per year. - At least three publications with at least 10 citations. - An average of 1 publication in a leading, high-impact magazine per 3 years of academic research experience. Two publications/year in peer-reviewed magazines.	As a UD2 plus: - An h-index of at least 12 with an average increase of 1.5 in academic research experience per year. - At least three publications with at least 20 citations. - An average of 1 publication in a leading, high-impact magazine per 2.5 years of academic research experience. - Consultant for a leading magazine in his/her area of expertise.
	Conferences and workshops	- At least 1 lecture per year at an international conference.	As a UD2
	Grants and research projects	- Contributing to the submission of one project application per year (size: 1 PhD candidate or 2 year post-doctoral researcher)	As a UD2 plus: - Submission of a prestigious personal grant, for instance VIDI or ERC Starting Grant (junior), which has been assessed with at least 'very good'.
Social		Participates in at least 1 activity in this area. The list below	As a UD2

| **valorisation and visibility** | | provides examples of possible activities for inspiration; other activities are also possible, of course.

- Duties in the area of occupational and health care, such as GMOs, lab animals, radiation, etc.
- Contributions in professional magazines and other popular publications.
- Appearances for the general public, participation in social debates (radio, television, interviews), lectures by invitation.
- Outreach activities.
- Membership of policy or advisory committees (e.g., Social and Economic Council/Education Council) or other consortia with non-academic partners.
- Positions outside the university
- Patent activities | |
| **Organisation, leadership and management** | | - The UD is responsible for one or more structural organisational or management duties within their own research group.
- Contributes to work group(s) and/or committee(s) within a research group or institute.
- Participation in national networks. | As a UD2 |