

UNIVERSITY OF LAPLAND

Faculty of Law

19 April 2023

## **FULL/ASSOCIATE/ASSISTANT PROFESSOR OF LAW (TENURE TRACK) SPECIALIZING IN SUSTAINABILITY TRANSITION, DESCRIPTION OF THE PROCEDURE FOR FILLING THE POSITION**

### **Position of Full/Associate/ Assistant professor**

According to Section 33 of the Universities Act / Yliopistolaki (558/2009), a professor shall carry out and oversee scientific work, provide research-based tuition, follow developments in science, and participate in societal interaction and international cooperation in his or her field.

The Full/Associate/Assistant professor of Law specializes in research on sustainability transition from the perspective of law. Climate change, biodiversity loss, and environmental degradation have created a need for radical change in systems of production and consumption. The research area of the position addresses the significance of law in the transformation of systems of production and consumption with the objective of developing research-based legal innovations that promote a fair and just sustainability transition.

The position of Full/Associate/Assistant Professor is located at the Faculty of Law. The Faculty of Law engages in research on law, justice and fairness across all areas of society. The University of Lapland's profile is founded on arctic and northern change with sustainable development, justice and fairness among its core components.

The duties of Full/Associate/Assistant Professor include research as well as development of teaching and learning. The person to be appointed to the position may specialize in any area of legal research relevant to sustainability transition research. The relevance of the applicant's research to sustainability transition research will be assessed on the basis of the applicant's research plan (max. 3 pages) provided with the application. In the area of research, the duties of Full/Associate/Assistant Professor include conducting high-level scientific research both in Finland and internationally, as well as actively seeking external research funding and projects. In addition, the duties include teaching, supervision of doctoral dissertations, and management and development of research in Finnish and international cooperation networks.

To successfully attend to the duties of Full/Associate/Assistant Professor and to contribute to the performance-oriented activity of the Faculty, the appointee must have a strong commitment to the overall scientific operations of the Faculty and the research community at large, in particular the activities of the research groups Law, Technology and Design Thinking, and Law, Markets and the Environment. We value a research-oriented mindset and solid academic background that enable expanding existing research and creating new openings in legal research on sustainability transition. Engagement in international cooperation networks is considered an advantage. A particular emphasis is on the ability to cooperate with other researchers, in particular those of the Faculty of Law and the Arctic Centre.

## **Operational**

## **environment**

The Faculty of Law at the University of Lapland is responsible for the education of one-fourth of the lawyers in Finland. Our students follow the renewed degree structure which combines multi-form modes of study and independent study. Our teaching is increasingly practice-oriented, without neglecting the theoretical foundations of the discipline. Our faculty studies law and justice comprehensively, addressing a range of different sectors of society. Our research is carried out in collaboration with local stakeholders and international partners. We offer an international academic work environment equipped with excellent research facilities and infrastructure.

Approximately 140 new students are admitted to the Bachelor of Laws (LL.B.) and Master of Laws (LL.M.) degree programmes of the faculty each year, and a varying number of students is admitted to pursue postgraduate studies.

### **The Tenure Track Model**

The purpose of the Tenure Track Model of the University of Lapland is to offer the University's research and teaching staff a structured and transparent career path towards full professorship. The Tenure Track model also helps strengthen the University's strategic research profile.

The Tenure Track Model has three levels, each with its own criteria. The current position of Full/Associate/Assistant Professor is open on all three Tenure Track levels, and Level 3 (Full Professor) is prioritized.

- Level 1: Assistant professor (fixed term)
- Level 2: Associate professor (fixed term)
- Level 3: Full professor (permanent)

More detailed description of the criteria of the three (3) levels of the Tenure Track Model is attached to the call for applications.

## **Qualification**

## **requirements**

In accordance with Section 36 of the University of Lapland's Rules of Procedure, a person selected for a position at the University is required to have the kind of education, experience, and language skills that are necessary for performing successfully the duties of the position. These requirements are determined separately for each position prior to the start of the application and appointment procedure.

In accordance with Section 37 of the University of Lapland's Rules of Procedure, the appointee for a professorship to be filled on scientific grounds is required to have a doctoral degree, superior academic competence, experience in leading scientific research, and the ability to provide high-quality teaching and supervising based on research. In addition, the appointee must have demonstrable experience in international cooperation and, when deemed important for performing the duties of the position successfully, practical expertise in the field to which the position relates. The appointee to the position of Full/Associate/Assistant Professor is not required to have practical expertise in the field to which the position relates.

In accordance with Section 49 of the University of Lapland's Rules of Procedure, in the qualification assessment of candidates applying for a professorship to be filled on scientific grounds, the following merits are taken into consideration: the candidates' scientific publications, as well as other research results with scientific value; teaching experience and pedagogical training; skill in creating learning materials; achievement in education; and, where necessary, performance in a trial lecture. The candidates' other merits will also be considered.

In accordance with Section 36 of the University of Lapland's Rules of Procedure, an applicant chosen for a permanent teaching position is required to have sufficient teaching skills.

## **Language**

## **proficiency**

Teaching and research staff at universities are required to have proficiency in the language in which they shall provide instruction. (Government Decree on Universities / Yliopistoasetus 770/2009). The University of Lapland's language of instruction and degrees is Finnish, but the university may decide to use some other language as a language of instruction and degrees and study attainments (Universities Act / Yliopistolaki 770/2009, Section 11).

If a foreigner or a Finnish citizen who is non-native or who has not been educated in Finnish or Swedish applies for a teaching and research position, this person can be granted an exemption from the requirement concerning proficiency in Finnish and Swedish laid down in the Government Decree on Universities. A foreigner or a non-native Finnish citizen to be selected for a teaching and research position can, when necessary, be required to learn Finnish to a reasonable degree within a certain time. (University of Lapland's Rules of Procedure, Section 36).

In the position of Full/Associate/Assistant Professor this call for applications concerns, the language(s) of instruction can be Finnish and/or English.

## **Provisions on the duties of Assessors**

In accordance with Section 33 of the Universities Act, Statements on the qualifications and merits of applicants or invitees to a position must be requested from a minimum of two assessors for an appointment that is in effect until further notice or for a fixed period of at least two years. The disqualification of an assessor is governed by the provisions in sections 27–29 of the Administrative Procedure Act / Hallintolaki (434/2003).

International assessment of candidates for a Tenure Track position will be conducted by external experts (at least 2 persons) selected by the Faculty Council.

The assessor is required to submit their statement in writing. In their statement, the assessor must consider the duties and qualification requirements of Full/Associate/Assistant Professor and the factors that are considered an advantage in applying for the particular position. The assessor must provide reasoned statements for the applicants who, in the assessor's view, are the most suitable candidates for the position. Such a statement must be given for at least three applicants and these applicants must be listed in the order of their suitability for the position. The assessor, however, should provide reasoned statements only for applicants who, in his or her view, meet the

qualification requirements. In the statement, the assessor must document the reasons for selecting particular applicants to undergo a more detailed assessment compared to the ones who were not selected. The assessors may also negotiate with each other and give a joint statement.

The assessors will be provided with the description of the procedure for filling the position and its attachments, copies of the application documents and the publications attached to the applications. The assessors are requested to provide a written statement on the applicants within three months.

Prior to the selection of assessors, the applicants are given the opportunity to make observations on disqualification of the assessor candidates.

The Faculty Council may prepare a preliminary assessment report on the applicants and submit to the assessors the application documents of the applicants who, in the Council's view, are the most suitable for the position.

### **Instructions for applying, and documentation that must be submitted along with the application**

In order to receive the necessary information throughout the application and appointment procedure, the applicant is required to indicate in their application the means by which they can be contacted during the procedure and provide an address for written communication.

The following documentation must be submitted along with the application:

- Application / Motivation letter
- Résumé / CV
- List of publications compiled according to the instructions of Academy of Finland (Suomen Akatemia)
- List of up to ten most relevant publications related to the position applied for
- Research plan related to the position applied for (max. 3 pages)
- Teaching portfolio

The call for applications for the position opens in April 2023 and the application period is 30 days.

### **Trial lecture and interview**

After having received the assessor statements, the Faculty Council will decide whether some of the applicants will be invited to deliver a trial lecture. The Faculty Council may also conduct interviews with the applicants invited to deliver a trial lecture. If interviews will be conducted at that point, the applicants will be notified of this when they receive the invitation to deliver a trial lecture.

### **Additional information on filling the position**

The position of Full Professor is filled as of 1 January 2024 for an indefinite term. The position of Associate/Assistant Professor is filled as of 1 January 2024 for a fixed term of five (5) years. The Associate/Assistant professor term is based on the Tenure Track Model. A trial period of six (6) months is applied to new employees.

Upon entry into the employment contract, the appointee to position of Associate/Assistant Professor and the employer agree on the eligibility criteria that must be satisfied and the objectives and results to be achieved in order for the appointee to proceed to the next level of the Tenure Track.

The salary is based on the Salary System of Finnish Universities (the chart for teaching and research personnel). The Salary System of Finnish Universities comprises a task-specific salary component based on the level of job demands, and a performance-specific salary component based on personal work performance. The task-specific salary of Full Professor is based on levels 8–11 of the demands level chart (4 947,97 € - 7 291,13 €/month). The task-specific salary of Associate Professor is based on level 7 of the demands level chart (4 092,29 €/month), and the task-specific salary of Assistant Professor is based on levels 5–6 of the chart (3 044,00 € - 3 549,72 €/month). The personal performance component is maximum 50% of the task-specific salary component.

The Faculty Council will set up a committee for filling the position. The committee is responsible for executing the process and preparing an appointment proposal for the Faculty Council. The Faculty Council of the Faculty of Law presents an appointment proposal to the Rector.

The Tenure Track position will be filled through an open international call for applications. The call for applications will be published at least on the University's website, the Job Market Finland website ([mol.fi](http://mol.fi)), and on international channels as agreed separately.

Further information on the procedure for filling the position is available through Administrative Manager Tiina Leppänen ([tiina.leppanen@ulapland.fi](mailto:tiina.leppanen@ulapland.fi), +358 40 4844 344) and Research Professor Jukka Similä ([jukka.simila@ulapland.fi](mailto:jukka.simila@ulapland.fi), +358 40 4844 161).