

## Criteria for evaluating Candidates for Positions as Full Professor, Associate Professor, Senior Scientist, or Senior Advisor

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 Science & Technology 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, associate professor, senior scientist, and senior advisor, respectively. 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.

Words in square brackets [ ] only apply for full professorships, while words in curly brackets { } only apply for the other three kinds of positions.

### **Research (peer-reviewed publications)**

- A AAA [Numerous] {Several} papers in high-quality journals or other high-quality publication channels.<sup>1</sup>
- A AAC [Several] {Some} papers in the very best publication channels within the research area.<sup>1</sup>
- A AAC [Many] {Some} papers with good citation numbers.<sup>1</sup>
- A AAC [Excellent] {Good} H-index (depending on research area {and number of years after PhD degree}).
- A AAB Independent production after PhD (e.g. demonstrating ability to work in different subareas and with different people).

### **Research (network)**

- A AAB [Extensive] International research collaborations (e.g. joint papers and applications).
- A BBC Programme/organising committees, editorial boards, invited lectures, peer-reviewing, etc.
- A AAB Productive stay(s) at another university/research institution preferably in another country.
- C CCC PhD-study/employment in a world-class research group.

### **Research (academic leadership/funding)**

- A BBC [Demonstrated] Ability to perform ground-breaking research.
- A BBC [Demonstrated] Ability to provide scientific leadership, inspiration and guidance of research colleagues.
- A BBB [Demonstrated] Ability to manage large research projects {or substantial parts of these}.
- A AAA [Demonstrated] Ability to attract [substantial] external funding.
- C CCC Experience with interdisciplinary research.
- C CCC Elite funding such as ERC.

### **Teaching and outreach**

- AA AAC Supervision {or co-supervision} of PhD students and Master's thesis students/bachelor projects.
- AB ACC Demonstrated ability to deliver high-quality undergraduate/graduate teaching.
- AC BCC Development of teaching plans/material.
- CC CCC Implementation/development of innovative teaching methods.
- BB CBA Public outreach, e.g. popular science lectures/articles.

### **Industrial/public sector collaboration**

- BA BAA Collaboration with/employment in industry/public organisations or planning and management of consultancy/advisory projects or monitoring programs.
- BB BBB Providing the scientific basis for industrial collaboration or legislative/political decision-making.
- CB CBA High-quality advisory papers/technical reports, collection/analysis/modeling of large data sets, and quality assurance experience.
- CB CBB Development/application of models/analytical methods etc. for use in industry/public sector and membership of expert groups/boards in ministries/EU etc.
- CC CCC Patents/spin-off companies.

### **Additional skills**

- A AAA Good communication skills (oral and written).

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

- A AAA Ability to collaborate and build relationships.
- B CCC Contribution to local administration (e.g. participation in departmental committees).