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.¹
- **A AAC** [Several] [Some] papers in the very best publication channels within the research area.¹
- **A AAC** [Many] [Some] papers with good citation numbers.¹
- **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 BBC** 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).

¹ 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).