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 Aarhus University.

The criteria are divided into three categories:

- A-criteria are very important and usually all of these should be fulfilled.
- B-criteria are also important, but it may be acceptable that a few of these 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 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 collaborations. Hence, the professorship column splits into two alternative columns for teaching and industrial / public sector collaborations.

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 good journals or other high-quality publication channels (number depends on research area).
A AAC [Several] {At least a couple of} papers in top-journals within the research area (number depends on research area).
A AAC [Excellent] {Good} H-index (depends on research area {and number of years after PhD}).
A AAC [Many] {Some} papers with good citation numbers (number depends on research area).
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 committees, organising committees, editorial boards, invited lectures, peer-reviewing, etc.
A BBC Productive long-term visit 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 Ability to perform ground-breaking research.
A BBC Ability to provide inspiration and guidance of research colleagues.
A BBB Ability to manage large research projects (or substantial parts of these).
A AAA Ability to attract [substantial] external funding.
C CCC Elite funding such as ERC and Sapere Aude.

Teaching

AA AAC Supervision (or co-supervision) of bachelor projects, Master’s thesis students and/or PhD students.
AB ACC Ability to deliver high-quality undergraduate/graduate teaching.
AC BCC Development of teaching plans/material.
BB CBA Public outreach, e.g. popular science lectures/articles.

Industrial / public sector collaborations

BA CAA Collaboration with or employment in industry/public organisations or planning and management of consultancy/advisory projects or monitoring programs.
CA CAA Providing the scientific basis for industrial collaborations or legislative/political decision-making.
CB CBB Development and application of models, analytical methods, etc. for use in industry or public sector.
CB CBA Collection, analysis and modelling of large data sets.
CB CBA Quality Assurance experience.
CC CCC Patents/spin-off companies.

Additional skills

A AAA Good communication skills (oral and written).
A AAA Ability to collaborate and build relationships.
B CCC Contribution to local administration (e.g. participation in departmental committees).

---

1 In Computer Science and some Engineering disciplines papers should be in top-conferences.