

# 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)<sup>1</sup>.
- 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).

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