

*INGRESS – This is part of the recruitment system and is automatically included when it is published.*

- Help texts are written in grey

- Block letters in square brackets mean that you must make a mandatory choice.

# **(Associate Professor/Senior Lecturer/Senior Researcher) in (AREA OF RESPONSIBILITY/FIELD)**

*This heading will be shown on oslomet.no, NAV and Finn.no when entered as the title in Varbi. This is the ONLY thing that should be shown here. You can choose a sub-headline that can trigger interest.*

There is vacancy for a *(Choose position scope ex. 100% permanent position and for temporary position enter period of employment)* position at (THE DEPARTMENT OF XXX) *(highlight the text and insert a link to the department’s website)* for a (ASSOCIATE PROFESSOR/SERNIOR LECTURER/SENIOR RESEARCHER) in (DISIPLINE) with appointment from (DATE).

Read more about our research groups NAME OF RESEARCH GROUP WITH LINK

## Your main duties and areas of responsibility will be to

Describe the most important duties in bullet points in a list. Remember that the text must be adapted to suit the position. There is a difference between Associate Professor-/Senior Lecturer poss. Senior Researcher. This **can** be selected for all vacancies. Remember to adapt/remove what does not fit the position/job category.

* teach and supervise at bachelor, master and Ph.D. level, and continuing education
* follow up students in practical training
* be in contact with the professional field
* conduct your own research and development work
* perform academic administrative tasks
* actively contribute to the development if the department and OsloMet as an institution
* communicate research results, both within in the academic community and society as a whole
* be a driving force in the development of large-scale research projects and applications for external funding together with colleagues in the academic community
* take the initiative to and further develop research collaborations with national and international partners

## Qualification requirements

*List the requirements for education, field of research and experience for the specific position. Clearly distinguish between education and which are requirements (must have-requirements) and what is advantageous. This forms the basis for assessing individual candidates in relation to the competence requirements and ranking the candidates in the recommendation.*

The requirements for a position of Associate Professor are:

* doctoral degree or equivalent *within (RELEVANT FIELD)*

The applicant must document relevant educational competence in accordance with OsloMet’s [Guidelines for the assessment of educational competence at OsloMet](https://ansatt.oslomet.no/utdanningsfaglig-kompetanse).

The requirements for a position of Senior Lecturer are:

* Documented extensive research and development work corresponding in quality and scope to the workload and level of a doctoral thesis within (THE RELEVANT PROFESSIONAL FIELD)

or

* Documented extensive artistic development work corresponding in quality and scope to the workload and level of a doctoral thesis within (THE RELEVANT PROFESSIONAL FIELD)

and

* Considerable importance shall be attached to specific qualifications within teaching or other educational activities
* and
* Documented competence in relevant educational theory and practice based on training or on teaching and supervision.

The general criteria for hiring educational and research positions are regulated by [Regulations concerning appointment and promotion to teaching and research posts](https://lovdata.no/dokument/SFE/forskrift/2006-02-09-129)

*For all positions the following text must be included:*

* Written and oral proficiency in Norwegian or another Scandinavian language, and English.

Applicants who do not have adequate proficiency in Norwegian or another Scandinavian language, shall be offered Norwegian courses, and must acquire Norwegian skills corresponding to at least level B2 within three years of appointment.

*In order to simplify the overview of must-have and should-have requirements, this headline can be used:*

## Emphasis will be placed on

*Describe the most important preferences in relation to experience in bullet points. Use an active and engaging language and text that targets the desired applicants. Remember to use lowercase first letters and not to use full stops (except when the points contain whole sentences). Remember to adapt the text to suit the position. There is a difference between Associate Professor-/Senior Lecturer-/poss. Senior Researcher level and remove what is not relevant for this particular position.*

* research and development work of relevance for the position
* experience with research network and externally financed projects
* potential for project acquisition
* results in acquiring external research funding
* experience with teaching and supervision at bachelors and master level
* teaching skills
* knowledge of and/or experience of xxx
* good digital competency, including experience with student active teaching approaches, and utilization of digital teaching and assessment tools.

## Personal qualities required for the position

*Describe the desirable personal qualities that are necessary for the position here. You should not list more than 3-4 personal qualities. These qualities must be possible to document during the recruitment process and interviews.*

* Qualities which contribute positively to the work environment
* Good ability to communicate and cooperate with students and colleagues

*Example of prose text:*

We emphasize your ability to cooperate, your motivation to build professional community, and the importance you place on innovation within education, research and development work.

Emphasis will be placed on personal suitability. (Needs to be included in all job adverts)

OsloMet will test the candidates’ educational qualifications *(can be specified for the specific position if desired)* in connection with interviews.

It is important to OsloMet to reflect the population of our region, and all qualified candidates are welcome to apply. We make active endeavors to further develop OsloMet as an inclusive workplace and to make adaptations to the workplace where required. You are also welcome to apply for a position with us if you have had periods where you have not been in employment, education or training.

We offer

*(select from the list or add more points)*

* exciting job tasks at Norway’s third largest university
* participation in research groups and a creative and inspiring academic community
* opportunities for academic development
* time for profession-oriented research and development work
* good welfare schemes and a wide range of sports and cultural offers
* loan and pension arrangements with the Norwegian Public Service Pension Fund

Employee benefits and information about relocating to Norway at the website [Work for us.](https://www.oslomet.no/en/work/moving-to-norway)

The salary for the position is in accordance with the Basic Collective Agreement for state employees and OsloMets pay policy for (Associate Professor in code 1011, Senior Lecturer in code 1198, or Senior Researcher in code 1109), corresponding to (XXXXXXX – XXXXXXX) NOK per year. From the salary, 2% will be deducted in pension contributions for the Norwegian Public Service Pension Fund (SPK). (double check salary in the salary plan booklet and pay scales set by OsloMet). A higher salary may be considered for particularly well-qualified applicants.

## Application Process

If you wish to apply for the position, please apply electronically in our recruitment system.

You will be assessed by an expert committee. Please upload the following documents together with your application by the application deadline:

* application letter
* CV, reference letters, and all pages of certificates/diplomas
* a complete list of publications
* up to 10 scholarly works and with an overview, including Ph.D.-dissertation if relevant
* two references with contact information

For Associate Professor:

* documentation of educational competence including a profiling document

For applicants who cannot document competencies within teaching in higher education have to develop this within two years from accession. OsloMet offers courses in teaching and learning in higher education which covers this requirement.

For Senior Lecturer:

* documented relevant practical pedagogical competency based on education or teaching and supervision.

*Keep in mind that these requirements for documentation must be adapted to job category.*

We only consider applications submitted through our electronic recruitment system, and all documents must be uploaded for your application to be considered. The documents must be in a Scandinavian language or English. Translations must be authorized, and you will be asked to present originals if you are invited for an interview. OsloMet verifies documents to give candidates a proper evaluation and ensure fair competition. Incomplete applications will not be considered.

Before the application papers are forwarded to the expert committee, all applications will be reviewed by the faculty. Applications from applicants who do not meet the formal qualification requirements will not be forwarded for assessment.

The employment will be carried out in accordance with the principles of the Norwegian Public Service Act (lovdata.no), and legislation that regulates the export of knowledge, technology, and services.

OsloMet has adhered to the principles in the [DORA declaration](https://hioa365-my.sharepoint.com/personal/kriskuip_oslomet_no/Documents/Dokumenter/HR/Rekruttering/Maler/sfdora.org/read/) and obliged the institution to follow the recommendations in this declaration.

## Other information

If you would like more information about the position, feel free to contact:

* Title, name, (+47) mobile phone no, [xxx@oslomet.no](mailto:xxx@oslomet.no)
* Title, name, (+47) mobile phone no, [xxx@oslomet.no](mailto:xxx@oslomet.no)

Deadline for application:      *(minimum three weeks after publication)*

Ref: *(case nr. in Public 360)*