**Associate professor in …… (*subject area*)**

There is a vacancy for an associate professor at the ….. (*department) (NB! Remember to insert link when publishing in Jobbnorge*), within ……... (*subject area*).

**About the department**

(*a brief presentation of the department*)

**Work tasks/ research field**

*A job description specifying the specialist field and areas of work and responsibility. The associate professor is a combined research and teaching position, this must be reflected in the job description.*

**Qualifications and personal qualities:**

* Applicants must have a doctoral degree or equivalent qualifications within the field of ………….. (*subject area*).
* Experience from……is a requirement / an advantage.
* Applicants must be able to work independently and have strong collaborative skills.
* Applicants must be able to contribute in research teams both as leader and as participant.
* The successful candidate is expected to contribute to externally financed research activities and should document the ability to acquire external research funding.
* Applicants must have excellent skills in oral and written English.

Personal and relational qualities will be emphasized. Research experience, ambitions and potential will also count when evaluating the candidates.

**Educational competence requirements**

Basic teaching training and experience with the supervision of students at university level is a requirement for the position as associate professor. This implies the ability to document

* completed formal pedagogical training (relevant courses in combination with actual teaching experience can in some cases compensate for a completed course in teaching and learning in higher education).
* basic skills in planning, implementation, evaluation and development of teaching and supervision.

Educational competence must be documented in an educational portfolio which should include a documented overview of practical experience and competence as well as a brief reflection statement. The statement should primarily describe the applicant’s own teaching philosophy and an evaluation of own teaching in relation to his/her knowledge of students’ learning at a higher education level. You will find more detailed information about the documentation of educational competence [here](https://regler.app.uib.no/regler_en/Part-3-Human-Resources-and-HSE/3.1-Human-Resources/3.1.2-Rules-for-appointment/Rules-for-assessing-educational-competence-at-UiB).

Formal basic teaching training is a requirement. However, a successful applicant who does not have such competence at the time of appointment will be offered training and will be required to document the completion of this training within two years of assuming office.

The teaching language will normally be Norwegian. The successful applicant must be able to teach in Norwegian or another Scandinavian language within two years of assuming office.

University of Bergen emphasizes educational qualifications for appointment to scientific positions.

**We can offer:**

* a good and professionally stimulating working environment.
* salary at pay grade *66–74* (code 1011/ Pay range 24, alternative 10) in the state salary scale. This currently amounts to an annual salary of xxx xxx – xxx xxx before taxes*.* Further increase in salary will depend on seniority. A higher salary may be considered for a particularly well qualified applicant.
* enrolment in the Norwegian Public Service Pension Fund
* good welfare benefits

Associate professors have the opportunity to apply for personal promotion to a full professorship. The annual closing date for such applications is 15 September.

**Your application must include:**

* CV
* diplomas, references
* a complete list of publications
* a brief outline of the applicant's interest and motivation to apply for this position, as well as a summary of the most important research results (2-3 pages)
* educational competence documented in an educational portfolio (see above)
* a list of academic work that the applicant believes should be taken into consideration in the assessment, including information about where this work was published
* the names of three referees, where at least one is familiar with your tutorial skills

The application and appendices with certified translations into English or a Scandinavian language must be uploaded at Jobbnorge. Applications sent to individuals per email, will not be considered.

**General information**

For further details about the position, please contact: Professor …….., Department of XXXXX, phone / e-mail: fornavn.etternavn@uib.no, or ……..

The state labour force shall reflect the diversity of Norwegian society to the greatest extent possible. Age and gender balance among employees is therefore a goal. People with immigrant backgrounds and people with disabilities are encouraged to apply for the position.

*In the call for applicants and employment in position categories in which the percentage of women is below 40 percent, the University of Bergen must apply a moderate gender quota scheme. Thus, in such cases, the following text must be included:*

“We encourage women to apply. If multiple applicants have approximately equivalent qualifications, the rules pertaining to moderate gender quotas shall apply.”

The University of Bergen applies the principle of public access to information when recruiting staff for academic positions.

Information about applicants may be made public even if the applicant has asked not to be named on the list of persons who have applied. The applicant must be notified if the request to be omitted is not met.

For further information about the recruitment process, click [here](http://www.uib.no/en/poa/74459/appointment-process).