



Call for the new FIN3R directors

Finnish 3Rs Center (FIN3RC) is looking for new directors for each 3Rs area (Refinement, Reduction and Replacement). The three-year term begins in January 2026 and there may be a maximum of two consecutive terms. This is a voluntary position.

FIN3RC is nominated and supervised by the Council on the Protection of Animals Used for Scientific or Educational Purposes ([TOKES](#)). FIN3R actively distributes information about methods, technologies, practices, and strategies to replace, reduce and refine animal studies in research and education, and organizes educational events.

To apply, the candidates must:

- be employed by a Finnish institution (academic, industry, regulatory or private), all nationalities are accepted
- be fluent in English
- have a PhD degree
- possess relevant documented expertise in their R-area

The candidates are expected to:

- actively assist in organizing events and activities related to their R-area and to promote 3Rs knowledge in general
- implement dissemination
- plan events for specific R area such as webinars, workshops, courses etc.
- contribute to community engagement
- promote and integrate all 3Rs in the program and the work of the organization

To apply, candidates must submit:

- CV
- Motivational Letter (max 1 page)
- A pragmatic program (max 1 page)

The FIN3R Center Advisory Board elects new directors. The deadline for applications is **15 September 2025**. Board members (Chair, Coordinator, 3R Directors, and Advisors) evaluate applications and appoint new directors by the end of the year 2025.

The criteria for selection are:

1. scientific profile (academic excellence is valued)
2. program
3. motivation letter

Please send applications to Sara Sladakovic (sara.sladakovic@tuni.fi). For more information, please contact FIN3R Coordinator, Professor Dario Greco (dario.greco@tuni.fi).