

**Job descriptions**  
**Teaching and research staff****Positions weighted towards research****Doctoral Researcher (OV02-OV04)***Prerequisites and tasks*

The post of a doctoral researcher requires a master's degree and an approved research plan. The qualification to be a student in the degree programme of the graduate school in field of the post is required as well as demonstrated capability and motivation for post-graduate studies and the completion of the doctorate according to the research plan. The post requires study right to doctoral training, which shall be in force as a rule when the employment relationship starts or during the trial period at the latest.

Advancing one's own doctoral thesis and performing post-graduate studies. The participation of doctoral researcher in teaching work and other duties shall be dimensioned to enable completion of the thesis within the planned timetable. It is recommended that no more than 5 % of annual working time is used for teaching, and that teaching is linked to the individual's own research interest where possible.

- The title of a doctoral researcher in English is doctoral researcher.
- The advancement of doctoral researcher from one requirement level to another does not require consideration by the evaluation group. University salary system (YPJ) salary forms the evaluation group phase is overridden and they are transferred directly to the employer phase.

**Requirement level 2**

The position requirement level of a starting doctoral researcher is OV02.

**Requirement level 3**

After doctoral dissertation has progressed based on the supervisor's written evaluation to the level of 50%, the position requirement level increases into level OV03.

**Requirement level 4**

After doctoral dissertation has progressed based on the supervisor's written evaluation to the level of 75% (one year until public defence), the position requirement level increases into level OV04.



## **Postdoctoral researcher (OV05-OV06)**

### *Prerequisites and tasks*

The qualifications for the post of a postdoctoral researcher are an applicable doctorate and the ability for independent scientific work and the teaching skills required in the job (the regulations of the University of Oulu section 27).

The position of a postdoctoral researcher is intended for a person who has recently received their doctoral degree and is moving towards a professional researcher career. In the position of a postdoctoral researcher internationally high-level research in the scientific field in question is emphasised. The task is to perform high-level research, support the development of the research and operations of the scientific field and participate in the obtaining of research funding. The postdoctoral researcher is also expected to participate in the societal interaction. The tasks of a postdoctoral researcher include also teaching and supervision of thesis. The proportion of the teaching tasks is small. If necessary, job-specific requirements can be set with respect to the content of the degree, field and other requirements of the task considering that the position is by its nature independent research and teaching position, where the person operates as a responsible planner and implementer.

- Doctors, whose degree has been awarded a maximum of ten years ago, excluding time such as family leave or military service or part-time work or work outside university sector, can be appointed to the position of a postdoctoral researcher.
- The title of a postdoctoral researcher in English is postdoctoral researcher, the corresponding title on the tenure track is assistant professor.

### **Requirement level 5 (general collective agreement)**

#### *Nature and responsibilities of the work:*

- Independent scientific research work
- Duties associated with graduate teaching, and/or with university administration

#### *Interaction skills:*

- Guiding bachelor thesis work in the employee's own field of research
- Planning and implementing research projects
- Serving as principal investigator in a research team
- Societal and scientific specialist duties

#### *Knowledge and skills:*

- Doctoral degree or other researcher training



### **Requirement level 6 (general collective agreement)**

#### *Nature and responsibilities of the work:*

- Independent scientific research work
- Duties associated with graduate and especially postgraduate teaching, and with university administration

#### *Interaction skills:*

- Senior research organisation duties and duties associated with directing a research team
- Procurement of research funding
- Supervising graduate thesis
- Scientific and societal specialist duties

#### *Knowledge and skills:*

- Doctoral degree

Principal difference from level 5: scientific qualifications, responsibility for postgraduate education, diversification of specialist duties, increased emphasis on financial responsibility.

### **Senior research fellow (OV06-OV07)**

#### *Prerequisites and tasks*

A person selected for the post of a senior research fellow is required to hold an applicable doctorate and present proof of scientific research work and the teaching skills required in the job (the regulations of the University of Oulu section 25).

The post requires the ability to lead a research team and procure supplementary research funding. When filling the post, value shall be given to working in more than one research institute during one's career, especially scientific work abroad and proof of international cooperation.

- Senior research fellow title is in English senior research fellow and the corresponding title on the tenure track is associate professor

### **Requirement level 6 (general collective agreement)**

#### *Nature and responsibilities of the work:*

- Independent scientific research work
- Duties associated with graduate and especially postgraduate teaching, and with university administration

#### *Interaction skills:*

- Senior research organisation duties and duties associated with directing a research team
- Procurement of research funding
- Supervising graduate thesis
- Scientific and societal specialist duties

#### *Knowledge and skills:*

- Doctoral degree



### **Requirement level 7 (general collective agreement)**

#### *Nature and responsibilities of the work:*

- Teaching and research work valued by the scientific community

#### *Interaction skills:*

- Creating and maintaining a co-operation network in the scientific and educational sector
- Planning and organising research projects
- Responsibility for using resources
- Responsibility for the educational programme
- Responsibility for postgraduate education / very broad responsibility for education
- Academic and societal specialist duties
- Extensive responsibility for clinical work

#### *Knowledge and skills:*

- Diversified teaching experience in both graduate and postgraduate education
- Ability to assume responsibility for the discipline

Principal difference from level 6: teaching and research duties in the same profile, but duties may be weighted towards teaching or research. Increased importance of responsibility, diversity either in scientific work or teaching experience, increased need for collaboration and external functions.

### **Professor (OV08-OV11)**

#### *Prerequisites and tasks*

Qualification to the post is to hold a doctorate, scientific or artistic competence of a high standard, experience in the management of scientific research, ability to give high-standard education based on research and to supervise theses as well as to be able to present proof of international cooperation within their field of research. A professorship furthermore requires skills to act as an academic leader. (the regulations of the University of Oulu section 22).

Professor leads and develops the research and education in their field. In addition, professor is expected to acquire external funding and participate in the development of international cooperation in their research field. Professorship also includes expert and societal interaction tasks. The person selected or invited for the position of a professor is expected to have scientific or artistic competence of a high standard, good teaching skills and, if important for the position, practical familiarity with the task area.

### **Requirement level 8 (general collective agreement)**

#### *Nature and responsibilities of the work:*



- Teaching and research work highly valued by the scientific community

*Interaction skills:*

- Creating and maintaining a scientific co-operation network – also internationally
- Extensive responsibility for the discipline and its development
- Planning, organising and co-ordinating research projects and networks
- Responsibility for using research resources
- Extensive responsibility for the educational programme or responsibility for leading and improving research
- Extensive responsibility for postgraduate education
- Extensive academic and societal specialist duties

*Knowledge and skills:*

- Eligibility to serve as a professor
- Diversified teaching experience in both graduate and postgraduate education

**Requirement level 9 (general collective agreement)**

*Nature and responsibilities of the work:*

- Teaching and research work highly valued by the academic community

*Interaction skills:*

- Creating and maintaining an extensive scientific co-operation network – especially internationally
- Extensive responsibility for the discipline and its development
- Strategic planning, organising and co-ordination of research projects and networks
- Extensive responsibility for using research resources
- Extensive responsibility for the educational programme or extensive responsibility for leading and improving research
- Extensive responsibility for postgraduate education
- Demanding academic and societal specialist duties

*Knowledge and skills:*

- Eligibility to serve as a professor
- Diversified teaching experience in both graduate and postgraduate education

Principal difference from level 8: Emphasis on the diversity and extent of scientific esteem, duties, responsibilities and co-operation networks.

**Requirement level 10 (general collective agreement)**

*Nature and responsibilities of the work:*

- Research and teaching work very highly valued by the scientific community

*Interaction skills:*



- Extensive creation and maintenance of a scientific co-operation network – especially internationally
- Extensive responsibility for the discipline and its development
- Strategic planning, organising and co-ordination of major research projects and networks
- Extensive responsibility for using research resources
- Extensive responsibility for the educational programme or extensive responsibility for leading and improving research
- Extensive responsibility for postgraduate education, including directing a postgraduate education organisation
- Highly demanding academic and societal specialist duties

*Knowledge and skills:*

- Eligibility to serve as a professor
- Diversified teaching experience in both graduate and postgraduate education

Principal difference from level 9: Highly demanding level, advancement to this level requires very broad responsibilities and job demands.

**Requirement level 11 (general collective agreement)**

*Nature and responsibilities of the work:*

- Research and teaching work very highly valued by the scientific community

*Interaction skills:*

- Creating and maintaining extensive scientific co-operation networks – especially internationally
- Strategic planning, organising and co-ordination of research projects and networks at the highest level
- Very extensive responsibility for using research resources
- Exceptionally demanding scientific duties
- Extensive responsibility for postgraduate education, including directing a postgraduate education organisation
- Highly demanding academic and societal specialist duties

*Knowledge and skills:*

- Eligibility to serve as a professor
- Highly diversified and broad research and teaching experience

Principal difference from level 10: The most demanding level, advancement to this level is exceptional and requires very broad responsibilities and job demands.

**Assistant professor (OV05-OV06)**

*Prerequisites and tasks*

Person selected into the position of an assistant professor in the tenure track system is required to hold a doctorate and have the ability for independent scientific work and the teaching skills required in the job. In



addition, the capability and motivation for a scientific career is expected to be demonstrated with publications or otherwise. (the regulations of the University of Oulu section 23). Assistant professor is required to have academic potential and capability to develop in an academic career. When recruiting to the first career level of the path towards permanent employment the aim is to recognise future promises. If necessary, job-specific requirements can be set with respect to the content of the degree, field and other requirements of the task considering that the position is intended to be the start of an independent research career.

- The corresponding level is postdoctoral researcher in the four-stage research career

### **Requirement level 5 (general collective agreement)**

*Nature and responsibilities of the work:*

- Independent scientific research work
- Duties associated with graduate teaching, and/or with university administration

*Interaction skills:*

- Guiding bachelor thesis work in the employee's own field of research
- Planning and implementing research projects
- Serving as principal investigator in a research team
- Societal and scientific specialist duties

*Knowledge and skills:*

- Doctoral degree or other researcher training

### **Requirement level 6 (general collective agreement)**

*Nature and responsibilities of the work:*

- Independent scientific research work
- Duties associated with graduate and especially postgraduate teaching, and with university administration

*Interaction skills:*

- Senior research organisation duties and duties associated with directing a research team
- Procurement of research funding
- Directing graduate thesis
- Scientific and societal specialist duties

*Knowledge and skills:*

- Doctoral degree

Principal difference from level 5: scientific qualifications, responsibility for postgraduate education, diversification of specialist duties, increased emphasis on financial responsibility.



## **Associate professor (OV06-OV07)**

### *Prerequisites and tasks*

Person selected into the position of an associate professor in the tenure track system is required to hold a doctorate and have the ability for independent scientific work and the teaching skills required in the job. In addition, the capability and motivation for a scientific career is expected to be demonstrated with publications or otherwise. (The regulations of the University of Oulu section 23).

Associate professor is required to have in addition to future potential already significant scientific merit. The person can be observed to have clear potential for the position of a professor.

- The corresponding level is senior research fellow in the four-stage research career

### **Requirement level 6 (general collective agreement)**

#### *Nature and responsibilities of the work:*

- Independent scientific research work
- Duties associated with graduate and especially postgraduate teaching, and with university administration

#### *Interaction skills:*

- Senior research organisation duties and duties associated with directing a research team
- Procurement of research funding
- Directing graduate thesis
- Scientific and societal specialist duties

#### *Knowledge and skills:*

- Doctoral degree

### **Requirement level 7 (general collective agreement)**

#### *Nature and responsibilities of the work:*

- Teaching and research work valued by the scientific community

#### *Interaction skills:*

- Creating and maintaining a co-operation network in the scientific and educational sector.
- Planning and organising research projects
- Responsibility for using resources
- Responsibility for the educational programme
- Responsibility for postgraduate education / very broad responsibility for education
- Academic and societal specialist duties
- Extensive responsibility for clinical work

#### *Knowledge and skills:*

- Diversified teaching experience in both graduate and postgraduate education
- Ability to assume responsibility for the discipline





Principal difference from level 6: teaching and research duties in the same profile, but duties may be weighted towards teaching or research. Increased importance of responsibility, diversity either in scientific work or teaching experience, increased need for collaboration and external functions.

### **Research assistant (OV01)**

#### *Prerequisites and tasks*

Graduate student, master's degree has not been achieved.

Research assistant assists in the tasks relating to preparation of research and teaching in their own field. Requirements are suitability for the position and necessary education and work experience.

To be noted

- Position is always fixed term
- Research assistant is in the teaching and research staff salary system