

## Science Leadership -program ("Class of '21")

### How to apply?

Before applying into the program, please, discuss with your own line manager about your interest to apply into the program. Please make as well sure that if chosen into the program you have to commit into the program schedule and be able to allocate time for the sessions and different exercises. This may require arranging stand-ins in your daily responsibilities and work duties. The benefits of the training are reached only by regular participation into the sessions and by willingly analyzing your own ways of acting in different situations.

If you wish to apply to the program, please, prepare your application documents: **1) CV, 2) the motivation letter (instructions below) and 3) references** and send them to HR Specialist Tarja Leinonen (tarja.leinonen@oulu.fi) **by 15.11.2020**. Title the e-mail **"Class of '21 Call"**.

#### **Motivation Letter shall include the following information**

- *Please, describe your objectives in your professional life for the next 5-year period*
- *What kind of benefits do you expect from the program regarding a) your present duties and b) in achieving your above-mentioned objectives?*
- *In which areas do you want to develop a) as a researcher and b) with respect to leadership duties?*
- *What do you expect the program will demand from you?*
- *How well do you think you can meet those demands?*
- *How do you ensure 100% commitment to the program and participation into the sessions?*

The selection panel will make a provisional selection of participants and Vice Rector of Research Taina Pihlajaniemi will make the final decision.

The selection panel members: Professor Markku Juntti, HR Director Jarmo Okkonen, Director of Research Support Services Teija Kekonen and Director Johanna Bluemink. Secretary of the selection panel: HR Specialist Tarja Leinonen

#### **Selection criteria includes following aspects:**

- Track record
- Motivation letter
- References
- Multidisciplinary experience is considered as an advantage
- Experience of project management is considered as an advantage

The selection panel will consider each applicants' career goals, plans for achieving them and the present entity and focus of the work. The selected researchers will be the ones, who based on the CV and the motivation letter will benefit the most from this training at their present career phase. When making the selection the multidisciplinary, diversity and equality of genders of Class of '21 -group will be considered.

The selection of the participants will be made **on 17.12.2020, at the latest**.

The accepted applicants will receive an approval email and further information of the program after the selection.

CV's and motivation letters will be read by only by the members of the selection panel. The personal information of the nominated candidates will be collected into the register, which will be used for the

selection and administrative purposes during the program. The applicant and the participant registers will be administrated by HR Specialist Tarja Leinonen.

Further information from HR Specialist Tarja Leinonen, [tarja.leinonen@oulu.fi](mailto:tarja.leinonen@oulu.fi)