

**Description of the appointment process of a tenure track position
(assistant/associate professor)**

**Sustainability science, especially a just transition in the
sociotechnical context**

Location: School of Energy Systems, Department of Sustainability Science,
Lahti campus

The rector has approved the description and initiated the appointment process on 17 January
2024

1 BACKGROUND	2
2 VACANT PROFESSORSHIP	3
3 QUALIFICATIONS	5
4 APPLYING FOR THE POSITION.....	5
5 EXPERT EVALUATORS	6
6 INTERVIEW AND TRIAL LECTURE.....	7
7 APPOINTMENT	7
TENURE TRACK APPOINTMENT CRITERIA	8

Applied statutes

Universities Act (558/2009)

Government decree on universities (770/2009)

Regulations of LUT University (8 December 2022)

Rectors´ decision on the academic career tracks of LUT University (20 March 2023)

Additional information

Further information on the duties of the professor is provided by Associate Professor Ville Uusitalo, tel. +358 40 586 4486, ville.uusitalo@lut.fi and Professor Mika Horttanainen, tel. +358408485850, mika.horttanainen@lut.fi

1 Background

Clean air, energy and water, a circular economy, and sustainable business and entrepreneurship are the key questions to which LUT University seeks solutions through expertise in technology and business with a trailblazer attitude.

LUT University was established in 1969. Our entrepreneurially thinking scientific and international community comprises approximately 7 500 students and experts engaged in scientific research and academic education. There are 94 nationalities present on our modern campuses in Lappeenranta and Lahti.

In our schools – the LUT School of Energy Systems, the LUT School of Engineering Sciences and LUT Business School – we conduct research and provide education that are internationally recognised and relevant to both society and business.

LUT School of Energy Systems (LES)

The LUT School of Energy Systems focuses systematically on the direct and indirect electrification of all energy systems, which includes the utilisation of CO₂ to meet hydrocarbon demands. Therefore, the school promotes the global de-fossilisation of energy.

The core vision and goal of the school is to deliver leading research on low-carbon energy technologies and the associated complex, net-zero carbon energy systems and markets. The research and education in the school cover energy technology, electrical engineering, mechanical engineering and sustainability science. The strategic focus areas of the school's research are solar economy and smart grids, energy conversion and storage, digital product processes in mechanical systems, and sustainability. The school also includes the experimental research unit LUT Voima.

We are internationally recognised as a leading centre of energy research, and we have an unparalleled reputation for conducting research that combines academic excellence with an impact on business and society. A key principle in our research is to bridge areas from fundamental theory to empirical work, innovation and close-to-market products, technologies, processes, or services that may transform energy systems and improve people's lives globally.

Our school provides bachelor's, master's, and doctoral programmes and has Finland's largest group of researchers in the field of energy. The unit employs 25 full professors and 330 staff members overall.

LUT Sustainability Change research group

The LUT Sustainability Change research group is a part the Department of Sustainability Science and the LUT School of Energy Systems. Our research projects analyse topics such as human behaviour, changes in attitudes and technologies, business operations, the impact of policy measures, and ways to reduce the environmental impact of different production processes. Our research topics include transportation, housing, food production, textiles, electronics, batterification and the circular economy.

The sustainability change research team has grown substantially in recent years. Based in Lahti, the group consists of 20 researchers from different backgrounds, such as engineering,

natural sciences and social sciences. It is one of Finland's most important research groups in the field of sustainability science.

Our work is based on systems understanding. We embrace a multi- and transdisciplinary approach that enables us to find connections between topics, identify the scale and interconnectedness of phenomena and build a comprehensive picture. We provide society with science-based evidence of measures that promote sustainable development as well as ones that hinder it.

Our research group seeks answers to the following key questions related to ecological, social and economic sustainability:

- How can we achieve a good life for everyone within planetary boundaries?
- How will different sectors be impacted when societies move away from fossil fuel use and over-consumption or when they halt biodiversity loss?
- What does a just sustainability transition look like, and which measures, technologies and new ways of thinking are needed to achieve it?

Sustainability problems are multidisciplinary. It is therefore important that people working in the field have different types of experience, expertise, skills and strengths.

2 Vacant professorship

The LUT Sustainability Change research group is looking for an assistant/associate professor for LUT University's Lahti campus. The field of the professorship is sustainability science with a focus on a just transition in the sociotechnical context. A just transition sets the ambitious objective to fulfill universal human needs within planetary boundaries. This refers to the space between meeting needs and ungeneralisable excess in production and consumption – in other words, sufficiency.

The position strengthens and complements the competences of the unit by focusing on how to implement a transition from the current systems to safe operation within planetary boundaries. The position also aims to ascertain how the transition can be implemented in an inclusive and just way. The successful performance of the duties requires co-operation with social and environmental sustainability researchers within the department and LUT University.

The person appointed to the professorship must present strong research achievements and proof of successful project work and funding acquisition. In addition, the position requires teaching and supervision skills.

The topics and specialisation areas of the professorship are:

- extensive understanding of different sociotechnical systems
- experience in a just transition and sustainability science research
- understanding the role of technical, business and social innovations in a sustainability transition

We also appreciate:

- high-level academic impact, project experience, the successful acquisition of funding, and leadership in different areas of sustainability science
- documented experience in successful teaching in a multicultural higher education environment (bachelor's, master's and doctoral levels) as well as development of study programmes
- experience in collaboration with business, public organisations, NGOs and other institutions
- experience in societal processes
- a multi- and transdisciplinary background
- the ability to teach in bachelor's/master's programmes held in Finnish

Main responsibilities

The professorship will include the following duties related to its field of study:

- planning and execution of bachelor's, master's and doctoral programmes, including online and classroom teaching
- supervision of final theses and doctoral studies
- producing high-level international scientific publications
- acquisition of external research funding and preparation of related research projects at LUT and on a national and international scale; heading these research projects when required
- production of new knowledge relevant to the development of society and decision-making in Finland
- close cooperation and interaction with LUT's research groups
- networking and cooperation with Finnish and international universities and research institutes
- networking and research collaboration with organisations and companies in the field of the professorship
- societal interaction in the field of the professorship
- general administrative duties related to the university's operations

The position is situated at the assistant/associate professor levels of the tenure track and will be filled through an open call for a fixed term of four years. The tenure track system offers researchers a possibility to advance to the next level, provided they meet the requirements in the promotion reviews.

More information on the LUT tenure track system:

<https://www.lut.fi/en/research/research-career-lut/tenure-track>

The work starts with a six-month trial period.

3 Qualifications

According to the administrative regulations of LUT University, adopted on 8 December 2022, an assistant/associate/full professor is required to have a doctorate, high-level scientific qualifications, experience in heading scientific research, the ability to acquire funding, the ability to provide high-level instruction based on research, the ability to supervise final theses, proof of international cooperation in the field of research in question, and when relevant to the duties of the position, practical experience in the field of the professorship.

Practical experience in the field is not a requirement in this position, but strong evidence of industrial research and development projects is considered an advantage.

The applicant must have research and teaching merits, proof of effective research and the acquisition of external research funding, and international experience. The appointed applicant will be the immediate supervisor of a research group and may need to perform other demanding management duties assigned by the university. Therefore, related skills will be taken into consideration in the appointment and attention will be paid to the applicant's merits as defined in LUT's tenure track system (Annex).

Under the universities decree (770/2009), persons in teaching and research positions at universities are required to master the language, Finnish or Swedish, in which they teach. According to the university regulations, section 28, foreign or Finnish citizens who are not natives of Finland may be appointed to a teaching or research position regardless of the fact that they have not demonstrated skills in Finnish and/or Swedish. Applicants for professorships may demonstrate their language skills with a language certificate accepted by the academic council and/or in an interview.

According to the university regulations, section 28, professors are required to have the language skills needed for the successful completion of their duties.

In this position, spoken and written fluency in English is required. The applicant must also be prepared to acquire Finnish skills sufficient for carrying out the duties within a reasonable amount of time. The required language skill level is defined by the professor's supervisor together with the person appointed to the professorship.

4 Applying for the position

Application

The application must specify the tenure track level applied to. The deadline for applications is indicated in the vacancy announcement. The application and material for expert assessors should primarily be submitted through the online recruitment system mentioned in the vacancy announcement or e-mailed to the university (recruitment@lut.fi).

All application documents must be in English and in PDF format.

The application must include:

- a curriculum vitae (max. 10 pages)
- a copy of the applicant's doctoral diploma
- a full list of publications, including the total number of publications in the Scopus database, the total number of citations, the h-index and Scopus ID, and equivalent information from the applicant's Google Scholar profile
- a separate list of the publications submitted for expert evaluation
- publications for evaluation by experts (max. 10)
- a teaching portfolio or an equivalent account of the applicant's teaching qualifications
- an account of the applicant's merits and activities of significance to the vacancy (max. 3 pages)
- an account of the applicant's vision on the development of education, research and projects in the field of the professorship at LUT University (max. 3 pages)

Contact information

Applicants must give the university an e-mail address at which they can be reached. Applicants who do not wish to be contacted by e-mail must give a postal address at which they can be reached during the appointment process. The university prefers e-mail.

5 Expert evaluators

Selection of experts

The experts must be impartial. Before the selection of expert evaluators, the applicants must be provided the possibility to comment on their possible disqualification.

Based on the proposal of the selection committee, the dean invites at least three internationally recognised experts to submit a statement on the qualification of the applicants. The university's staff members may not be invited as expert evaluators. To the extent possible, the experts should be chosen with the applicants' fields of specialisation in mind and with a view to impartiality.

Sections 27–29 of the Administrative Procedure Act (434/2003) apply to the disqualification of an expert evaluator.

Applications forwarded to expert evaluators

The selection committee may limit the number of applications forwarded to expert evaluators if there are four applicants or more. At least three applications must be forwarded to the experts. The applications may be limited to the most suitable candidates for the position in the view of the person making the decision. The selection committee must state the grounds for its decision. The applicants will be informed if any applications are excluded from the evaluation.

Expert statements

The expert evaluators must give their statements in writing within two months. More specific dates will be sent to the evaluators along with instructions. In their statement, the experts must evaluate especially the scientific qualification of the applicant, and if possible, also other merits related to the professorship, and rank the applicants in order of preference.

Expert evaluators may not take part in the appointment process at a later stage.

The statement must be submitted to the university (separate instructions issued) by the deadline.

6 Interview and trial lecture

Applicants deemed qualified for the position by the experts will be invited to an interview. The selection committee may ask the applicants to give a public trial lecture.

7 Appointment

The tenure track committee makes a proposal to the dean concerning the appointment. The dean then makes a proposal to the rector on filling the position or leaving it vacant. The proposal shall be based on the merits presented by the applicants, expert statements, possible trial lectures and other related matters.

The evaluation of the applicant's qualifications takes into account scientific publications and other research results with scientific value, pedagogical expertise, teaching experience, teaching-related merits, a trial lecture if needed, the number of supervised dissertations, and management and leadership skills. In addition, the applicant's activity in the scientific community, success in raising research funding, scientific work abroad and international positions of trust are considered.

The rector decides either to appoint an applicant or to leave the position vacant.

The appointment proposal may be made or let lapse even if all of the experts have not submitted their statements, provided that the time limit for the statements has expired, at least three experts have submitted their statements, and the impartial treatment of the applicants is not compromised by doing so.

After the rector has made the appointment decision, an employment contract is concluded with the appointed person. If no employment contract is concluded, the rector may, based on the proposal by the dean, make a new decision and appoint another applicant. The rector may also leave the position vacant. When the employment contract is concluded with the person appointed, the final decision is made known to all applicants.

Tenure track appointment criteria

The positions below require a doctorate in an applicable field, a research field that fits the LUT strategy (see LUT Strategy 2030), a goal-oriented plan for the work in question, teaching experience and an up-to-date teaching portfolio.

In 2022, LUT joined the international Agreement on Reforming Research Assessment, which emphasises qualitative assessment in appointments to specialist positions and in promotions. This is highlighted especially in the evaluation of peer-reviewed scientific publications. We require high-level publications. The quality of publications is evaluated based on their content, such as novelty and impact. High-level publications have also passed a high-level peer review, where only the best manuscripts are accepted for publication. In the tenure track criteria below, we apply the classification of the Finnish Publication Forum (JUFO) as a guiding indicator of high-level publications (ratings 2 and 3), but applicants always select their best publications for a qualitative evaluation by experts.

In international recruitments, the evaluation must take into account that applicants from outside of Finland and Europe may not have been involved in Finnish or European research projects and have thus not taken into consideration the Finnish Publication Forum classification. Such applicants are evaluated in terms of their success in acquiring competitive funding through their own national channels or through international ones, and in terms of impact factors of scientific journals in their own field. Only in promotion and tenure reviews can the same criteria be applied to them as to Finnish persons.

The following merits of the applicant must be taken into account in the appointment:

Assistant professor:

- Scientific publications in journals with a national Publication Forum rating.
- Contacts with one's own international scientific community.
- Potential to take part in the acquisition of external funding in the research group and apply for post-doctoral researcher posts of the Academy of Finland.
- Potential to take part in teaching and the supervision of final theses.

Associate professor:

- Successful publication history after the doctoral defence, target of 3 publications/year with a national Publication Forum rating.
- Proof of participation in international cooperation.
- Successful acquisition of external funding and acting as e.g. a project manager in externally funded projects.
- Applying for post-doctoral researcher posts of the Academy of Finland.
- Participation in the supervision of doctoral students.
- Participation in the commercialisation of research results.
- Participation in teaching, the development of teaching and the supervision of final theses.