



FACULTY OF SCIENCE AND TECHNOLOGY

GOVERNING DOCUMENT: ASSESSMENT CRITERIA FOR THE RECRUITMENT AND PROMOTION OF TEACHERS FOR THE FACULTY OF SCIENCE AND TECHNOLOGY

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University of Gothenburg, Faculty of Science and Technology

Reference number: GU 2025/1411

Decision-maker: Faculty Board

Administrator: Ann Dahlberg, Faculty Office of Science and Technology

Decision date: 4 December 2025

Validity period: 1 January 2026 until further notice.

Reviewed for applicability: Annually in December, starting in 2026.

Summary: The appointment of teachers (including assessment criteria) at higher education institutions is regulated by the Higher Education Ordinance (SFS 1993:100). This is supplemented by the Appointment Procedure for Teaching Posts at the University of Gothenburg (GU 2024/3252) with faculty-specific additions (GU 2025/1423). The Faculty of Science and Technology has decided how the assessment criteria are to be understood and applied within the Faculty and has established instructions for experts, as described in this governing document. For each assessment criterion, examples are also given to show how these can be assessed. The assessment shall take into account the focus and content of the position. The final assessment shall be based on all assessment criteria as a whole.

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Background – appointment of teachers

The main teaching positions at the University of Gothenburg are professor, senior lecturer and associate senior lecturer. These are regulated in Chapter 4 of the Higher Education Ordinance, “Teaching staff”, and in “Appointment Procedure for Teaching Posts at the University of Gothenburg”.

- Professor (*full professor*) is the highest teaching position. Together with senior lecturers, it forms the backbone of the position structure and is the foremost guarantee of high-quality education and research.
- Senior lecturer is the most common teaching position, covering a broad spectrum of a university teacher's various duties. As such, it forms a qualitative foundation for education and research.
- An associate senior lecturer is a fixed-term position where the holder is given the opportunity to develop their independence as a researcher and gain both academic and teaching qualifications in order to meet the requirements for a position as a senior lecturer.

The University's academic career path is expressed in a promotion system (*tenure track*) where an associate senior lecturer, after successful assessment, shall be promoted to a permanent position as a senior lecturer. After successful assessment, a senior lecturer shall be promoted to professor.

At the University of Gothenburg, after successful assessment, one can be appointed as a docent. This is an academic title and not a teaching position.

The Academic Appointments Board at the Faculty of Science and Technology, with representatives from all of the Faculty's departments and students, prepares recruitment and promotion matters for the departments and submits proposals for decisions. The head of the relevant department participates in the preparation. An important part of the assessment process, primarily with regard to academic/artistic qualifications, is the external expert procedure. The Vice-Chancellor decides on appointments as professor, while the head of department decides on other teacher appointments.

Through these guidelines, the Faculty of Science and Technology has decided how the assessment criteria in the Higher Education Ordinance should be understood and applied within the Faculty. For each assessment criterion, examples are also given to show how these can be applied. The assessment shall take into account the focus and content of the position. The final assessment shall be based on all assessment criteria as a whole.

The checklist at the end of this document summarises the assessment criteria described for each assessment category and must be attached to the expert opinion in the event of promotion.

All permanent teachers – as well as other teachers with a period of appointment exceeding two years – must have completed higher education teacher training or otherwise acquired equivalent knowledge within one year of their appointment. Higher education teaching qualifications shall be assessed following a special procedure decided by the Vice-Chancellor. In the case of part-time employment or if other special circumstances exist, this period may be extended to two years.

Instructions for experts assessing applications for teaching positions at the Faculty of Science and Technology

Your role as an expert

Your role as an expert is to assess applicants based on the vacancy announcement (in the case of recruitment), the application documents and these instructions, which form an important basis for the preparation of the Academic Appointments Board at the Faculty of Science and Technology, University of Gothenburg. You report your assessment in writing in the form of an expert opinion. In the case of recruitment, in addition to assessing the applicants' qualifications, you must also indicate which candidates should be included in a primary and secondary shortlist. In the case of promotion, the opinion must also be supplemented with a completed checklist. You make your assessment individually without contacting other experts. If you have any questions during the course of your work or encounter application documents that you cannot read due to language or technical problems, please contact the responsible administrator at the department.

Conflict of interest and undue influence

When you accepted the assignment as an expert, you certified that you have no conflict of interest in relation to the applicant. If, during the course of your work, you discover that you do have a conflict of interest or that there is a situation that could constitute a conflict of interest, contact the responsible administrator immediately. Also notify the responsible administrator immediately if anyone contacts you to discuss how you are conducting your review or if anyone attempts to influence your assessment.

Qualifications and assessment criteria

The qualification requirements and assessment criteria to be taken into account in each case are set out in Chapter 4 of the Higher Education Ordinance and "Appointment Procedure for Teaching Posts at the University of Gothenburg". The application of these at the Faculty of Science and Technology is described below for each type of case. Any special eligibility requirements for recruitment are specified in

the vacancy announcement. The announcement also describes the subject area for the position, the duties and the assessment criteria. You assess qualifications and expertise based on the assessment criteria in relation to the subject area and, in the case of recruitment, also take into account their relative weight as set out in the vacancy announcement.

The assessment criterion of suitability is assessed separately and is not included in the expert assignment.

The opinion statement

The opinion statement shall be written in Swedish or English. You then sign the opinion statement and send it as a single PDF file to the responsible administrator or head of department. It is not necessary to send the signed original.

The following information should be included in the opinion statement:

- Your name, title and address.
- Which position was assessed.
- The submission date of the opinion statement.

The statement must follow this outline:

1. A declaration of your impartiality in the assessment and that there is no conflict of interest with any of the applicants.
2. A brief introduction to your assessment.

For recruitment:

3. List the candidates who have not been included in the shortlist and briefly state why.
4. For a primary shortlist (max. four people), provide a detailed description of the applicant's strengths and any weaknesses. The candidates must be listed in no particular order (i.e. do not rank them).
5. For a secondary (extended) shortlist (max. four people), provide a detailed description of the applicant's strengths and any weaknesses. It must also state why they were not included in the primary shortlist. The candidates must be listed in no particular order (i.e. do not rank them).

For promotion:

3. An in-depth assessment description for all assessment categories and their criteria.
4. An overall assessment that clearly states whether promotion is recommended.
5. A completed checklist summarising the degree to which the individual assessment criteria have been met (see below).

The opinion statement is a public document

As soon as your statement is received by the University of Gothenburg, it becomes a public document. This means that anyone, including applicants who request to read the opinion statement, will be allowed to do so.

Recruitment of professors

Chapter 4, Section 3 of the Higher Education Ordinance states the following:

Qualification requirements for employment as a professor, except in disciplines in the fine, applied or performing arts, are fulfilled by someone who has demonstrated both research and teaching expertise. /.../The assessment criteria for appointment as a professor must be the degree of expertise required as qualification for employment. As much attention must be given to the assessment of teaching expertise as to the assessment of research or artistic expertise. Each higher education institution otherwise determines the assessment criteria that must be applied to the appointment of a professor. Ordinance (2010:1064).

The Appointment Procedure for Teaching Posts at the University of Gothenburg also states the following:

Qualification requirements for employment as a professor, except in disciplines in the fine, applied or performing arts, are fulfilled by someone who has demonstrated both research and teaching expertise. Qualification requirements for employment as a professor in disciplines in the fine, applied or performing arts are fulfilled by someone who has demonstrated both artistic and teaching expertise.

The Faculty of Science and Technology's instructions state the following:

The following criteria are used to assess research and teaching expertise, as well as the specific assessment category of collaboration with the wider community and general suitability, for eligibility for appointment as a professor at the Faculty of Science and Technology. The criteria for the assessment category of management and administrative expertise are used for promotion and are considered advantageous during recruitment. Academic and teaching qualifications must be adequate in relation to the subject content and job description of the advertised position.

Research expertise

For appointment as a professor, the applicant must have demonstrated research expertise that significantly exceeds the expertise required for appointment as a docent. The assessment of research expertise includes an evaluation of the research work cited that is relevant to the position, as well as an assessment of the applicant's potential for further research in the subject area relevant to the position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Good ability to plan and lead research activities.
- Very high quality of scientific production.
- Very good ability to obtain external research grants.
- Significant experience of academic positions of trust.

Examples of how the degree of criteria fulfilment can be evaluated:

- Good ability to plan and lead research activities.
Demonstrated through innovative, research-relevant, feasible and forward-looking research plans in both the long and short term. Leadership in research is demonstrated by holding a leading and research-driving role in publications, but also by serving as the principal supervisor for doctoral students and/or host for postdocs/visiting researchers.
- Very high quality of scientific production.
Demonstrated through scientific publications in peer-reviewed scientific journals recognised in the subject area or by publishers recognised for the high quality of their publications, where the applicant has played a decisive role in the creation of the publications. Demonstrated through own contributions to the development of the research area with a significant international impact. Can also be demonstrated by holding a leading and research-driving role in the group's publications. The publications should demonstrate a deep scientific understanding of the subject and insight into related research areas. High quality can also be demonstrated through awards and honours received, as well as invitations to conferences.
- Very good ability to obtain external research grants.
Demonstrated by obtaining several external multi-year research grants as the main applicant in national or international competition or with a leading role as co-applicant in larger projects/consortia.
- Significant experience of academic positions of trust.
Demonstrated through assignments as an external reviewer and expert, editor of scientific journals, member of scientific committees/panels and examining committees. Other examples include organiser of international scientific conferences, peer review assignments, assignments as an expert and other assignments with a scientific focus.

Teaching expertise

For appointment as professor, the applicant must have extensive teaching qualifications and have demonstrated a high level of teaching expertise. The assessment of teaching expertise includes both an evaluation of the teaching qualifications cited and an assessment of the applicant's potential for further educational activities in the subject area relevant to the position. A good ability to convey knowledge, commitment and interest in the subject to students shall also be evaluated. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Extensive experience of teaching at the bachelor's and master's levels.
- Good ability to develop educational activities.
- Experience of management and administration in teaching.
- Extensive experience of teaching and supervision in doctoral education.

Examples of how the degree of criteria fulfilment can be evaluated:

- Extensive experience of teaching at the bachelor's and master's levels.
Demonstrated through documented experience of various teaching elements at the bachelor's and master's levels, including supervision, which in total should correspond to at least one year of full-time work. The applicant's teaching expertise can be demonstrated based on the applicant's own practice and experience from various teaching situations, teaching levels, and forms of teaching and examination.
- Good ability to develop educational activities.
Demonstrated ability to describe, reflect and reason about how the person develops and renews their own pedagogical practice, i.e. actively participates in the development of teaching elements and courses, evaluates their teaching and uses the results to develop their teaching. Ability can also be demonstrated through the development of resources for student learning, such as the design of lectures/presentations, laboratory work, exercises/calculation workshops, digital materials, compendiums and teaching materials.
- Experience of management and administration in teaching.
Demonstrated through assignments such as course coordinator, programme coordinator, programmes director or director of studies, as well as through other involvement in educational issues, e.g. in council, committee, board or other advisory work.
- Extensive experience of teaching and supervision in doctoral education.
Demonstrated through experience of supervising doctoral students. Normally, the applicant should have experience as principal supervisor of at least two doctoral students up to the doctoral degree level. In exceptional cases, other requirements may be warranted depending on the scientific discipline. Activities in doctoral education beyond doctoral student supervision can be demonstrated by the applicant having developed and implemented doctoral education courses, organised activities within research schools and doctoral programmes, participated in seminar activities aimed at doctoral students, or participated in examinations within doctoral education as an external reviewer and/or member of the examining committee.

Collaboration with the wider community

For appointment as a professor, the applicant must have a good ability to collaborate with the wider community and to communicate information about their activities. At the Faculty, we define collaboration as cooperation, dissemination of information and exchange with the wider community, and utilisation of research and development results. The assessment of the ability to collaborate includes both an evaluation of the qualifications cited and an assessment of the applicant's potential for further activities in the subject area relevant to the position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Experience of disseminating information.
- Experience of collaboration with the wider community.
- Experience of innovation and entrepreneurship.

Examples of how the degree of criteria fulfilment can be evaluated:

- Experience of disseminating information.
Demonstrated by contributing to the dissemination and promotion of understanding of research and development, for example through popular science publications, seminars or participation in media debates.
- Experience of collaboration with the wider community.
Demonstrated by active participation in various types of collaboration between the University and the wider community. Examples include collaborative projects, consultancy assignments, consultation responses and expert advising.
- Experience of innovation and entrepreneurship.
Demonstrated, for example, by having contributed to patents and/or developed products/processes.

Management expertise and administrative expertise

For appointment as a professor, the candidate must have proven management and administrative expertise that contributes to good academic citizenship. At least one of the following requirements must be met:

- Experience of managing at a unit/centre/department/university or equivalent.
- Experience of serving as a member of councils, boards, committees or other assignments in areas relevant to the University's function. A leading role in these is particularly advantageous.
- Experience of leadership in relevant networks/associations/organisations.

General suitability

The assessment of general suitability includes an evaluation of whether the applicant, given the specific job description for the advertised position, has the personal qualities required to perform the duties of professor well, collaborate with other staff, and contribute to the positive development of the activities. This includes good academic citizenship, which means a commitment to contributing to a good working environment (collegiality) and becoming involved in various assignments within and outside the University of Gothenburg (academic service), for example through mentoring, serving as work environment or equal treatment representative, investigative work, or organising seminars, symposia or conferences.

Recruitment of senior lecturers

Chapter 4, Section 4 of the Higher Education Ordinance states the following:

A person qualified for appointment as a senior lecturer is

1. except in disciplines in the fine, applied or performing arts, someone who has demonstrated teaching expertise and been awarded a doctorate or has the corresponding research competence or other professional expertise that is valuable for the post's subject matter and duties, and
2. in disciplines in the fine, applied or performing arts, someone who has demonstrated teaching expertise and been awarded a doctorate in fine, applied or performing arts, has demonstrated artistic expertise or has some other professional expertise that is valuable for the post's subject matter and duties.

The assessment criteria for appointment as a senior lecturer must be the degree of expertise required as qualification for employment. As much attention must be given to the assessment of teaching expertise as to the assessment of other qualifying criteria stated in the first paragraph. Each higher education institution otherwise determines the assessment criteria that must be applied to the appointment of a senior lecturer. Ordinance (2010:1064).

The Appointment Procedure for Teaching Posts at the University of Gothenburg also states the following:

To be eligible for appointment as a senior lecturer in fields other than fine and performing arts, an applicant must have demonstrated teaching expertise and hold a doctoral degree or have equivalent research qualifications or other expertise relevant to the subject content of the position and the duties associated with the position. To be eligible for appointment as a senior lecturer in a discipline in the fine, applied or performing arts, an applicant must have demonstrated teaching expertise and hold a doctoral degree in Artistic Practice or Fine Arts or have demonstrated artistic expertise or other professional skills that are relevant to the subject content of the position and the duties associated with the position.

The Faculty of Science and Technology's instructions state the following:

The following criteria are used to assess research and teaching expertise, as well as the specific assessment category of collaboration with the wider community and general suitability, for eligibility for appointment as a senior lecturer at the Faculty of Science and Technology. Academic and teaching qualifications must be adequate in relation to the subject content and job description of the advertised position. Management expertise and administrative expertise are also considered advantageous.

Research expertise

Research expertise shall be demonstrated through the applicant's own high-quality research. For appointment as a senior lecturer, the applicant must have demonstrated good research expertise. The assessment of research expertise includes an evaluation of the research work cited that is relevant to the position, as well as an assessment of the applicant's potential for further research in the subject area relevant to the position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Ability to plan and lead research activities.
- Good quality of scientific production.
- Ability to obtain external research grants.
- Experience of academic positions of trust.

Examples of how the degree of criteria fulfilment can be evaluated:

- Ability to plan and lead research activities.
Demonstrated through innovative, research-relevant, feasible and forward-looking research plans in both the long and short term.
- Good quality of scientific production.
Demonstrated through scientific publications in peer-reviewed scientific journals recognised in the subject area or by publishers recognised for the high quality of their publications, where the applicant has played a significant role in the creation of the publications. Demonstrated through own contributions to the development of the research area with an international impact. The publications should demonstrate a deep scientific understanding of the subject. Good quality can also be demonstrated through awards and honours received, as well as invitations to give scientific presentations.
- Ability to obtain external research grants.
Demonstrated by obtaining external multi-year research grants as the main applicant in national or international competition or with a leading role as co-applicant in larger projects/consortia.
- Experience of academic positions of trust.
Demonstrated through assignments as an external reviewer and expert, editor of scientific journals, member of scientific committees/panels and examining committees. Other examples include organiser of international scientific conferences, peer review assignments, assignments as an expert and other assignments with a scientific focus.

Teaching expertise

For appointment as a senior lecturer, the applicant must have good teaching qualifications and demonstrated teaching expertise. The assessment of teaching expertise includes both an evaluation of the teaching qualifications cited and an assessment of the applicant's potential for further educational activities in the subject area relevant to the position. The

ability to convey knowledge, commitment and interest in the subject to students shall also be evaluated. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Experience of teaching at the bachelor's and master's levels.
- Ability to develop educational activities.
- Some experience of management and administration in teaching.
- Experience of teaching and supervision in doctoral education.

Examples of how the degree of criteria fulfilment can be evaluated:

- Experience of teaching at the bachelor's and master's levels.
Demonstrated through documented experience of various teaching elements at the bachelor's and master's levels, including supervision. The applicant's teaching expertise can be demonstrated based on the applicant's own practice and experience from various teaching situations, teaching levels, and forms of teaching and examination.
- Ability to develop educational activities.
Demonstrated ability to describe, reflect and reason about how the person develops and renews their own pedagogical practice, i.e. actively participates in the development of teaching elements and courses, evaluates their teaching and uses the results to develop their teaching. Ability can also be demonstrated through the development of resources for student learning, such as the design of lectures/presentations, laboratory work, exercises, digital materials, compendiums and teaching materials.
- Some experience of management and administration in teaching.
Demonstrated through assignments such as course coordinator, programme coordinator, programmes director or director of studies, as well as through other involvement in educational issues, e.g. in council, committee, board or other advisory work.
- Experience of teaching and supervision in doctoral education. Demonstrated through doctoral supervision. Activities in doctoral education beyond doctoral student supervision can be demonstrated by the applicant having developed and implemented doctoral education courses, organised activities within research schools and doctoral programmes, participated in seminar activities aimed at doctoral students, or participated in examinations within doctoral education as an external reviewer or member of the examining committee.

Collaboration with the wider community

For appointment as a senior lecturer, the applicant must have some ability to collaborate with the wider community and to communicate information about their activities. At the Faculty, we define collaboration as cooperation, dissemination of information and exchange with the wider community, and utilisation of research and development results. The assessment of the ability to collaborate includes both an evaluation of the qualifications cited and an assessment of the applicant's potential for further activities in the subject area relevant to the

position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account: To be eligible for a position as senior lecturer, the applicant should have some experience in at least one of the criteria.

- Some experience of disseminating information.
- Some experience of collaboration with the wider community.
- Some experience of innovation and entrepreneurship.

Examples of how the degree of criteria fulfilment can be evaluated:

- Some experience of disseminating information.
Demonstrated by contributing to the dissemination and promotion of understanding of research and development, for example through popular science publications, seminars or participation in media debates.
- Some experience of collaboration with the wider community.
Demonstrated by having actively participated in various types of collaboration between the University and the wider community. Examples include collaborative projects, consultancy assignments, consultation responses and expert advising.
Some experience of innovation and entrepreneurship.
Demonstrated, for example, by having contributed to patents and/or developed products/processes.

Management expertise and administrative expertise

For appointment as a senior lecturer, management and administrative expertise that contribute to good academic citizenship are advantageous and can be demonstrated through the following criteria:

- Some experience of managing at a unit/centre/department/university or equivalent.
- Experience of serving as a member of councils, boards, committees or other assignments in areas relevant to the University's function. A leading role in these is particularly advantageous.
- Some experience of leadership in relevant networks/associations/organisations.

General suitability

The assessment of general suitability includes an evaluation of whether the applicant, given the specific job description for the advertised position, has the personal qualities required to perform the duties of senior lecturer well, collaborate with other staff, and contribute to the positive development of the activities. This includes clear academic citizenship, which means a commitment to contributing to a good working environment (collegiality) and becoming involved in assignments within and outside the University of Gothenburg (academic service), for example through mentoring, serving as work environment or equal treatment representative, investigative work, or organising seminars, symposia or conferences.

Recruitment of associate senior lecturer

Chapter 4, Section 4a of the Higher Education Ordinance states the following:

Qualification requirements for employment as an associate senior lecturer are fulfilled by someone who has been awarded a doctoral degree or has equivalent research qualifications. Primary consideration should be given to those who have obtained a doctoral degree or equivalent qualifications no more than five or seven years prior to the submission deadline for applications for the position of associate senior lecturer. However, applicants who have obtained a doctoral degree or equivalent qualifications earlier than this may also be considered if there are special reasons for doing so. Special reasons include leave of absence due to illness, parental leave or other similar circumstances. Each higher education institution shall decide which of the time limits referred to in the first paragraph shall apply in different subject areas and which assessment criteria shall be applied when appointing an associate senior lecturer. Prior to such an appointment, the higher education institution shall also establish the assessment criteria that will be applied in a case concerning promotion to senior lecturer in accordance with Section 12c (2024:673).

The Appointment Procedure for Teaching Posts at the University of Gothenburg also states the following:

To be eligible for appointment as an associate senior lecturer, an applicant must have a doctoral degree or equivalent research qualifications. Primary consideration should be given to those who have obtained a doctoral degree or equivalent qualifications no more than five or seven years prior to the submission deadline for applications for the position of associate senior lecturer. However, applicants who have obtained a doctoral degree or equivalent qualifications earlier than this may also be considered if there are special reasons for doing so. Special reasons include leave of absence due to illness, parental leave or other similar circumstances. For appointment as an associate senior lecturer coupled with clinical duties at a healthcare unit, proven clinical expertise is also required.

The Faculty of Science and Technology's instructions state the following:

The basic eligibility requirement is a doctoral degree or equivalent qualification. Primary consideration should be given to those who have obtained a doctoral degree or equivalent qualifications no more than seven years prior to the submission deadline for applications for the position of associate senior lecturer. The following criteria are used to assess research and teaching expertise, as well as the assessment category of general suitability, for eligibility for appointment as an associate senior lecturer at the Faculty of Science and Technology. Academic and teaching qualifications must be adequate in relation to the subject content and

job description of the advertised position. Particular emphasis is placed on research qualifications and expertise. The assessment categories of collaboration with the wider community and management and administrative expertise are advantageous.

Research expertise

Research expertise shall be demonstrated through the applicant's own high-quality research. For appointment as an associate senior lecturer, the applicant must have demonstrated good research expertise. The assessment of research expertise includes an evaluation of the research work cited that is relevant to the position, as well as an assessment of the applicant's potential for further research in the subject area relevant to the position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Ability to plan and lead research activities.
- Good quality of scientific production.
- Ability to obtain external research grants.

Examples of how the degree of criteria fulfilment can be evaluated:

- Ability to plan and lead research activities.
Demonstrated through innovative, research-relevant, feasible and forward-looking research plans in both the long and short term. This also includes an assessment of the applicant's potential for further scientific activity in the subject area relevant to the position.
- Good quality of scientific production.
Demonstrated through scientific publications in peer-reviewed scientific journals recognised in the subject area or by publishers recognised for the high quality of their publications, where the applicant has played a significant role in the creation of the publications. Demonstrated through own contributions to the international scientific community and development of the research area. The publications should demonstrate a deep scientific understanding of the subject. When assessing scientific production, the period during which the applicant has been active shall be taken into account. Good quality can also be demonstrated through awards and honours received, invitations to conferences, and demonstrated ability to constructively interact and collaborate with other researchers.
- Ability to obtain external research grants.
Demonstrated by obtaining research grants as the main applicant in national or international competition or with a leading role as co-applicant in larger projects/consortia.

Teaching expertise

For appointment as an associate senior lecturer, the applicant must have some teaching qualifications and demonstrated teaching expertise. The assessment of teaching expertise includes both an evaluation of the teaching qualifications cited and an assessment of the applicant's potential for further educational activities in the subject area relevant to the position. The ability to convey knowledge, commitment and interest in the subject to students shall also be evaluated. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Some experience of teaching at the bachelor's and master's levels.
- Some ability to develop educational activities.
- Some experience of teaching and supervision.

Examples of how the degree of criteria fulfilment can be evaluated:

- Some experience of teaching at the bachelor's and master's levels.
Demonstrated through documented experience of various teaching elements at the bachelor's and master's levels, including supervision. The applicant's teaching expertise can be demonstrated based on the applicant's own practice and experience from various teaching situations, teaching levels, and forms of teaching and examination.
- Some ability to develop educational activities.
Demonstrated ability to describe, reflect on and discuss the development of one's own pedagogical practice. Ability can also be demonstrated through the development of resources for student learning, such as the design of lectures/presentations, laboratory work, exercises, digital materials, compendiums and teaching materials.
- Some experience of supervision.
Demonstrated through the supervision of doctoral, master's and bachelor's theses and projects.

Collaboration with the wider community

For appointment as an associate senior lecturer, it is advantageous to collaborate with the wider community and to communicate information about one's activities, which can be demonstrated through any of the following criteria:

- Some experience of disseminating information.
- Some experience of collaboration with the wider community.
- Some experience of innovation and entrepreneurship.

Examples of how the degree of criteria fulfilment can be evaluated:

- Some experience of disseminating information.
Demonstrated by contributing to the dissemination and promotion of understanding of research and development, for example through popular science publications, seminars or participation in media debates.

- Some experience of collaboration with the wider community.
Demonstrated by having actively participated in various types of collaboration between the University and the wider community. Examples include collaborative projects, consultancy assignments, consultation responses and expert advising.
- Some experience of innovation and entrepreneurship.
Demonstrated, for example, by having contributed to patents and/or developed products/processes.

Management expertise and administrative expertise

For appointment as an associate senior lecturer, management and administrative expertise that contribute to good academic citizenship are advantageous and can be demonstrated through any of the following criteria:

- Some experience of management assignments.
- Some experience of serving as a member of councils, boards, committees or other assignments in areas relevant to the University's function. A leading role in these is particularly advantageous.
- Some experience of leadership in relevant networks/associations/organisations.

General suitability

The assessment of general suitability includes an evaluation of whether the applicant, given the specific job description for the advertised position, has the personal qualities required to perform the duties of associate senior lecturer well, collaborate with other staff, and contribute to the positive development of the activities. This includes clear academic citizenship, which means a commitment to contributing to a good working environment (collegiality) and becoming involved in assignments within and outside the University of Gothenburg (academic service), for example through mentoring, serving as work environment or equal treatment representative, investigative work, or organising seminars, symposia or conferences.

Promotion from senior lecturer to professor

Chapter 4, Section 3 of the Higher Education Ordinance states the following:

Qualification requirements for employment as a professor, except in disciplines in the fine, applied or performing arts, are fulfilled by someone who has demonstrated both research and teaching expertise. /.../The assessment criteria for appointment as a professor must be the degree of expertise required as qualification for employment. As much attention must be given to the assessment of teaching expertise as to the assessment of research or artistic expertise. Each higher education institution otherwise determines the assessment criteria that must be applied to the appointment of a professor. Ordinance (2010:1064).

The Appointment Procedure for Teaching Posts at the University of Gothenburg also states the following:

A senior lecturer with permanent employment shall be promoted to professor if he or she is qualified for such an appointment and is also deemed suitable in an assessment based on the assessment criteria established by the University for appointment as a professor.

Qualification requirements for employment as a professor, except in disciplines in the fine, applied or performing arts, are fulfilled by someone who has demonstrated both research and teaching expertise. Qualification requirements for employment as a professor in disciplines in the fine, applied or performing arts are fulfilled by someone who has demonstrated both artistic and teaching expertise.

In order to be promoted, the applicant must also complete supervisor training and higher education teacher training established by the Vice-Chancellor and meet the Swedish language requirements established by the Vice-Chancellor.

The Faculty of Science and Technology's instructions state the following:

The following criteria are used to assess research and teaching expertise, as well as the specific assessment category of collaboration with the wider community and general suitability, for eligibility for promotion to the position of professor at the Faculty of Science and Technology. Academic and teaching qualifications must be adequate in relation to the subject content and job description of the position. Management expertise and administrative expertise are also considered advantageous.

Research expertise

For appointment as a professor, the applicant must have demonstrated research expertise that significantly exceeds the expertise required for appointment as a docent. Research expertise shall be demonstrated through the applicant's own research. The assessment of

research expertise includes an evaluation of the research work cited that is relevant to the position, as well as an assessment of the applicant's potential for further research in the subject area relevant to the position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Good ability to plan and lead research activities.
- Very high quality of scientific production.
- Very good ability to obtain external research grants.
- Significant experience of academic positions of trust.

Examples of how the degree of criteria fulfilment can be evaluated:

- Good ability to plan and lead research activities.
Demonstrated through innovative, research-relevant, feasible and forward-looking research plans in both the long and short term. Leadership in research is demonstrated by holding a leading and research-driving role in publications, but also by serving as the principal supervisor for doctoral students and/or host for postdocs/visiting researchers.
- Very high quality of scientific production.
Demonstrated through scientific publications in peer-reviewed scientific journals recognised in the subject area or by publishers recognised for the high quality of their publications, where the applicant has played a decisive role in the creation of the publications. Demonstrated through own contributions to the development of the research area with a significant international impact. This can also be demonstrated by holding a leading and research-driving role in the group's publications. The publications should demonstrate a deep scientific understanding of the subject and insight into related research areas. High quality can also be demonstrated through awards and honours received, as well as invitations to conferences.
- Very good ability to obtain external research grants.
Demonstrated by obtaining several external multi-year research grants as the main applicant in national or international competition or with a leading role as co-applicant in larger projects/consortia.
- Significant experience of academic positions of trust.
Demonstrated through assignments as an external reviewer and expert, editor of scientific journals, member of scientific committees/panels and examining committees. Other examples include organizing international scientific conferences, peer review assignments, assignments as an expert and other assignments with a scientific focus.

Teaching expertise

For appointment as professor, the applicant must have extensive teaching qualifications and have demonstrated a high level of teaching expertise. The assessment of teaching expertise

includes both an evaluation of the teaching qualifications cited and an assessment of the applicant's potential for further educational activities in the subject area relevant to the position. A good ability to convey knowledge, commitment and interest in the subject to students shall also be evaluated. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Extensive experience of teaching at the bachelor's and master's levels.
- Good ability to develop educational activities.
- Experience of management and administration in teaching.
- Extensive experience of teaching and supervision in doctoral education.

Examples of how the degree of criteria fulfilment can be evaluated:

- Extensive experience of teaching at the bachelor's and master's levels.
Demonstrated through documented experience of various teaching elements at the bachelor's and master's levels, including supervision, which in total should correspond to at least one year of full-time work. The applicant's teaching expertise can be demonstrated based on the applicant's own practice and experience from various teaching situations, teaching levels, and forms of teaching and examination.
- Good ability to develop educational activities.
Demonstrated ability to describe, reflect and reason about how the person develops and renews their own pedagogical practice, i.e. actively participates in the development of teaching elements and courses, evaluates their teaching and uses the results to develop their teaching. Ability can also be demonstrated through the development of resources for student learning, such as the design of lectures/presentations, laboratory work, exercises, digital materials, compendiums and teaching materials.
- Experience of management and administration in teaching.
Demonstrated through assignments such as course coordinator, programme coordinator, programmes director or director of studies, as well as through other involvement in educational issues, e.g. in council, committee, board or other advisory work.
- Extensive experience of teaching and supervision in doctoral education.
Demonstrated through experience of supervising doctoral students. Normally, the applicant should have experience as principal supervisor of at least two doctoral students up to the doctoral degree level. In exceptional cases, other requirements may be warranted depending on the scientific discipline. Activities in doctoral education beyond doctoral student supervision can be demonstrated by the applicant having developed and implemented doctoral education courses, organised activities within research schools and doctoral programmes, participated in seminar activities aimed at doctoral students, or participated in examinations within doctoral education as an external reviewer and/or member of the examining committee.

Collaboration with the wider community

For appointment as a professor, the applicant must have a good ability to collaborate with the wider community and to communicate information about their activities. At the Faculty, we define collaboration as cooperation, dissemination of information and exchange with the wider community, and utilisation of research and development results. The assessment of the ability to collaborate includes both an evaluation of the qualifications cited and an assessment of the applicant's potential for further activities in the subject area relevant to the position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

To be eligible for a position as professor, at least one of the criteria should be met.

- Experience of disseminating information.
- Experience of collaboration with the wider community.
- Experience of innovation and entrepreneurship.

Examples of how the degree of criteria fulfilment can be evaluated:

- Experience of disseminating information.
Demonstrated by contributing to the dissemination and promotion of understanding of research and development, for example through popular science publications, seminars or participation in media debates.
- Experience of collaboration with the wider community.
Demonstrated by active participation in various types of collaboration between the University and the wider community. Examples include collaborative projects, consultancy assignments, consultation responses and expert advising.
- Experience of innovation and entrepreneurship.
Demonstrated, for example, by having contributed to patents and/or developed products/processes.

Management expertise and administrative expertise

For appointment as a professor, the candidate must have proven management and administrative expertise that contributes to good academic citizenship. At least one of the following requirements must be met:

- Experience of managing at a unit/centre/department/university or equivalent.
- Experience of serving as a member of councils, boards, committees or other assignments in areas relevant to the University's function. A leading role in these is particularly advantageous.
- Experience of leadership in relevant networks/associations/organisations.

General suitability

The assessment of general suitability includes an evaluation of whether the applicant, given the specific job description for the advertised position, has the personal qualities required to

perform the duties of professor well, collaborate with other staff, and contribute to the positive development of the activities. This includes clear academic citizenship, which means a commitment to contributing to a good working environment (collegiality) and becoming involved in assignments within and outside the University of Gothenburg (academic service), for example through mentoring, serving as work environment or equal treatment representative, investigative work, or organising seminars, symposia or conferences.

Promotion from associate senior lecturer to senior lecturer

Chapter 4, Section 4 of the Higher Education Ordinance states the following:

A person qualified for appointment as a senior lecturer is

1. except in disciplines in the fine, applied or performing arts, someone who has demonstrated teaching expertise and been awarded a doctorate or has the corresponding research competence or other professional expertise that is valuable for the post's subject matter and duties, and

2. in disciplines in the fine, applied or performing arts, someone who has demonstrated teaching expertise and been awarded a doctorate in fine, applied or performing arts, has demonstrated artistic expertise or has some other professional expertise that is valuable for the post's subject matter and duties.

The assessment criteria for appointment as a senior lecturer must be the degree of expertise required as qualification for employment. As much attention must be given to the assessment of teaching expertise as to the assessment of other qualifying criteria stated in the first paragraph. Each higher education institution otherwise determines the assessment criteria that must be applied to the appointment of a senior lecturer. Ordinance (2010:1064).

The Appointment Procedure for Teaching Posts at the University of Gothenburg also states the following:

To be eligible for appointment as a senior lecturer in fields other than fine and performing arts, an applicant must have demonstrated teaching expertise and hold a doctoral degree or have equivalent research qualifications or other expertise relevant to the subject content of the position and the duties associated with the position. To be eligible for appointment as a senior lecturer in a discipline in the fine, applied or performing arts, an applicant must have demonstrated teaching expertise and hold a doctoral degree in Artistic Practice or Fine Arts or have demonstrated artistic expertise or other professional skills that are relevant to the subject content of the position and the duties associated with the position.

In order to be promoted, the applicant must also complete higher education teacher training established by the Vice-Chancellor and meet the Swedish language requirements established by the Vice-Chancellor. The assessment criteria for promotion to senior lecturer shall be stated in the vacancy announcement for the associate senior lecturer position.

The Faculty of Science and Technology's instructions state the following:

The following criteria are used to assess research and teaching expertise, as well as the specific assessment category of collaboration with the wider community and general suitability, for eligibility for promotion from associate senior lecturer to senior lecturer at the Faculty of Science and Technology. Academic and teaching qualifications must be adequate in relation to the subject content and job description of the position. Management expertise and administrative expertise are also considered advantageous. In addition, other expertise that is important in view of the content of the position and the duties associated with the position may serve as additional assessment criteria for promotion. These possible additional assessment criteria shall be stated either in the vacancy announcement for the position of associate senior lecturer or as an appendix to the decision on appointment as associate senior lecturer based on special circumstances.

The assessment is made from an international perspective for the subject area of the promotion and in relation to researchers in the subject area who are at approximately the same stage in their careers as the applicant.

Research expertise

For promotion to a position as senior lecturer, the applicant must have demonstrated research expertise that exceeds the expertise required for appointment as a docent. Research expertise shall be demonstrated through the applicant's own research. The assessment of research expertise includes an evaluation of the research work cited that is relevant to the position, as well as an assessment of the applicant's potential for further research in the subject area relevant to the position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Ability to plan and lead research activities.
- Good quality of scientific production.
- Ability to obtain external research grants.
- Experience of academic positions of trust.

Examples of how the degree of criteria fulfilment can be evaluated:

- Ability to plan and lead research activities.
Demonstrated through innovative, research-relevant, feasible and forward-looking research plans in both the long and short term.
- Good quality of scientific production.

Demonstrated through scientific publications in peer-reviewed scientific journals recognised in the subject area or by publishers recognised for the high quality of their publications, where the applicant has played a significant role in the creation of the publications. Demonstrated through own contributions to the development of the research area with an international impact. The publications should demonstrate a deep scientific understanding of the subject. Good quality can also be demonstrated through awards and honours received, as well as invitations to conferences.

- Ability to obtain external research grants.
Demonstrated by obtaining external multi-year research grants as the main applicant in national or international competition or with a leading role as co-applicant in larger projects/consortia.
- Experience of academic positions of trust.
Demonstrated through assignments as an external reviewer and expert, editor of scientific journals, member of scientific committees/panels and examining committees. Other examples include organiser of international scientific conferences, peer review assignments, assignments as an expert and other assignments with a scientific focus.

Teaching expertise

For appointment as a senior lecturer, the applicant must have good teaching qualifications and demonstrated teaching expertise. The assessment of teaching expertise includes both an evaluation of the teaching qualifications cited and an assessment of the applicant's potential for further educational activities in the subject area relevant to the position. The ability to convey knowledge, commitment and interest in the subject to students shall also be evaluated. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Experience of teaching at the bachelor's and master's levels.
- Ability to develop educational activities.
- Some experience of management and administration in teaching.
- Experience of teaching and supervision in doctoral education.

Examples of how the degree of criteria fulfilment can be evaluated:

- Experience of teaching at the bachelor's and master's levels.
Demonstrated through documented experience of various teaching elements at the bachelor's and master's levels, including supervision. The applicant's teaching expertise can be demonstrated based on the applicant's own practice and experience from various teaching situations, teaching levels, and forms of teaching and examination.
- Ability to develop educational activities.
Demonstrated ability to describe, reflect and reason about how the person develops and renews their own pedagogical practice, i.e. actively participates in the development of teaching elements and courses, evaluates their teaching and uses the results to develop

their teaching. Ability can also be demonstrated through the development of resources for student learning, such as the design of lectures/presentations, laboratory work, exercises, digital materials, compendiums and teaching materials.

- Some experience of management and administration in teaching. Demonstrated through assignments such as course coordinator, programme coordinator, programmes director or director of studies, as well as through other involvement in educational issues, e.g. in council, committee, board or other advisory work.
- Experience of teaching and supervision in doctoral education. Demonstrated through doctoral supervision. Activities in doctoral education beyond doctoral student supervision can be demonstrated by the applicant having developed and implemented doctoral education courses, organised activities within research schools and doctoral programmes, participated in seminar activities aimed at doctoral students, or participated in examinations within doctoral education as an external reviewer or member of the examining committee.

Collaboration with the wider community

For appointment as a senior lecturer, the applicant must have some ability to collaborate with the wider community and to communicate information about their activities. At the Faculty, we define collaboration as cooperation, dissemination of information and exchange with the wider community, and utilisation of research and development results. The assessment of the ability to collaborate includes both an evaluation of the qualifications cited and an assessment of the applicant's potential for further activities in the subject area relevant to the position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account: To be eligible for a position as senior lecturer, the applicant should have some experience in at least one of the criteria.

- Some experience of disseminating information.
- Some experience of collaboration with the wider community.
- Some experience of innovation and entrepreneurship.

Examples of how the degree of criteria fulfilment can be evaluated:

- Some experience of disseminating information
Demonstrated by contributing to the dissemination and promotion of understanding of research and development, for example through popular science publications, seminars or participation in media debates.
- Some experience of collaboration with the wider community.
Demonstrated by active participation in various types of collaboration between the University and the wider community. Examples include collaborative projects, consultancy assignments, consultation responses and expert advising.
- Some experience of innovation and entrepreneurship.
Demonstrated, for example, by having contributed to patents and/or developed products/processes.

Management expertise and administrative expertise

For appointment as a senior lecturer, management and administrative expertise that contribute to good academic citizenship are advantageous and can be demonstrated through the following criteria:

- Some experience of managing at a unit/centre/department/university or equivalent.
- Some experience of serving as a member of councils, boards, committees or other assignments in areas relevant to the University's function.
- Some experience of leadership in relevant networks/associations/organisations.

General suitability

The assessment of general suitability includes an evaluation of whether the applicant, given the specific job description for the advertised position, has the personal qualities required to perform the duties of senior lecturer well, collaborate with other staff, and contribute to the positive development of the activities. This includes clear academic citizenship, which means a commitment to contributing to a good working environment (collegiality) and becoming involved in assignments within and outside the University of Gothenburg (academic service), for example through mentoring, serving as work environment or equal treatment representative, investigative work, or organising seminars, symposia or conferences.

Promotion from lecturer to senior lecturer

Chapter 4, Section 4 of the Higher Education Ordinance states the following:

A person qualified for appointment as a senior lecturer is

1. except in disciplines in the fine, applied or performing arts, someone who has demonstrated teaching expertise and been awarded a doctorate or has the corresponding research competence or other professional expertise that is valuable for the post's subject matter and duties, and
2. in disciplines in the fine, applied or performing arts, someone who has demonstrated teaching expertise and has been awarded a doctorate in fine, applied or performing arts, has demonstrated artistic expertise or has some other professional expertise that is valuable for the post's subject matter and duties.

The assessment criteria for appointment as a senior lecturer must be the degree of expertise required as qualification for employment. As much attention must be given to the assessment of teaching expertise as to the assessment of other qualifying criteria stated in the first paragraph. Each higher education institution otherwise determines the assessment criteria that must be applied to the appointment of a senior lecturer. Ordinance (2010:1064).

The Appointment Procedure for Teaching Posts at the University of Gothenburg also states the following:

To be eligible for appointment as a senior lecturer in fields other than fine and performing arts, an applicant must have demonstrated teaching expertise and hold a doctoral degree or have equivalent research qualifications or other expertise relevant to the subject content of the position and the duties associated with the position. To be eligible for appointment as a senior lecturer in a discipline in the fine, applied or performing arts, an applicant must have demonstrated teaching expertise and hold a doctoral degree in Artistic Practice or Fine Arts or have demonstrated artistic expertise or other professional skills that are relevant to the subject content of the position and the duties associated with the position.

In order to be promoted, the applicant must also complete higher education teacher training established by the Vice-Chancellor and meet the Swedish language requirements established by the Vice-Chancellor.

The Faculty of Science and Technology's instructions state the following:

The following criteria are used to assess research and teaching expertise, as well as the specific assessment category of collaboration with the wider community and general suitability, for eligibility for promotion from lecturer to senior lecturer at the Faculty of Science and Technology. Academic and teaching qualifications must be adequate in relation to the subject content and job description of the intended position. Management expertise and administrative expertise are also considered advantageous. In addition, other expertise that is important in view of the content of the position and the duties associated with the position may serve as additional assessment criteria for promotion.

Research expertise

For promotion to a position as senior lecturer, the applicant must have demonstrated research expertise that far exceeds the expertise required for appointment as a docent. Research expertise shall be demonstrated through the applicant's own research. The assessment of research expertise includes an evaluation of the research work cited that is relevant to the position, as well as an assessment of the applicant's potential for further research in the subject area relevant to the position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Ability to plan and lead research activities.
- Good quality of scientific production.
- Ability to obtain external research grants.
- Experience of academic positions of trust.

Examples of how the degree of criteria fulfilment can be evaluated:

- Ability to plan and lead research activities.
Demonstrated through innovative, research-relevant, feasible and forward-looking research plans in both the long and short term.
- Good quality of scientific production.
Demonstrated through scientific publications in peer-reviewed scientific journals recognised in the subject area or by publishers recognised for the high quality of their publications, where the applicant has played a significant role in the creation of the publications. Demonstrated through own contributions to the development of the research area with an international impact. The publications should demonstrate a deep scientific understanding of the subject. Good quality can also be demonstrated through awards and honours received, as well as invitations to conferences.
- Ability to obtain external research grants.
Demonstrated by obtaining external multi-year research grants as the main applicant in national or international competition or with a leading role as co-applicant in larger projects/consortia.
- Experience of academic positions of trust.
Demonstrated through assignments as an external reviewer and expert, editor of scientific journals, member of scientific committees/panels and examining committees. Other examples include organiser of international scientific conferences, peer review assignments, assignments as an expert and other assignments with a scientific focus.

Teaching expertise

For appointment as a senior lecturer, the applicant must have good teaching qualifications and demonstrated teaching expertise. The assessment of teaching expertise includes both an evaluation of the teaching qualifications cited and an assessment of the applicant's potential for further educational activities in the subject area relevant to the position. The ability to convey knowledge, commitment and interest in the subject to students shall also be evaluated. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account:

- Experience of teaching at the bachelor's and master's levels.
- Ability to develop educational activities.
- Some experience of management and administration in teaching.
- Experience of teaching and supervision in doctoral education.

Examples of how the degree of criteria fulfilment can be evaluated:

- Experience of teaching at the bachelor's and master's levels.
Demonstrated through documented experience of various teaching elements at the bachelor's and master's levels, including supervision. The applicant's teaching expertise can be demonstrated based on the applicant's own practice and experience from various teaching situations, teaching levels, and forms of teaching and examination.

- Ability to develop educational activities.
Demonstrated ability to describe, reflect and reason about how the person develops and renews their own pedagogical practice, i.e. actively participates in the development of teaching elements and courses, evaluates their teaching and uses the results to develop their teaching. Ability can also be demonstrated through the development of resources for student learning, such as the design of lectures/presentations, laboratory work, exercises, digital materials, compendiums and teaching materials.
- Some experience of management and administration in teaching.
Demonstrated through assignments such as course coordinator, programme coordinator, programmes director or director of studies, as well as through other involvement in educational issues, e.g. in council, committee, board or other advisory work.
- Experience of teaching and supervision in doctoral education. Demonstrated through doctoral supervision. Activities in doctoral education beyond doctoral student supervision can be demonstrated by the applicant having developed and implemented doctoral education courses, organised activities within research schools and doctoral programmes, participated in seminar activities aimed at doctoral students, or participated in examinations within doctoral education as an external reviewer or member of the examining committee.

Collaboration with the wider community

For appointment as a senior lecturer, the applicant must have some ability to collaborate with the wider community and to communicate information about their activities. At the Faculty, we define collaboration as cooperation, dissemination of information and exchange with the wider community, and utilisation of research and development results. The assessment of the ability to collaborate includes both an evaluation of the qualifications cited and an assessment of the applicant's potential for further activities in the subject area relevant to the position. When assessing the applicant's qualifications, the following criteria, among others, shall be taken into account: To be eligible for a position as senior lecturer, the applicant should have some experience in at least one of the criteria.

- Some experience of disseminating information.
- Some experience of collaboration with the wider community.
- Some experience of innovation and entrepreneurship.

Examples of how the degree of criteria fulfilment can be evaluated:

- Some experience of disseminating information.
Demonstrated by contributing to the dissemination and promotion of understanding of research and development, for example through popular science publications, seminars or participation in media debates.
- Some experience of collaboration with the wider community.

Demonstrated by having actively participated in various types of collaboration between the University and the wider community. Examples include collaborative projects, consultancy assignments, consultation responses and expert advising.

- Some experience of innovation and entrepreneurship. Demonstrated, for example, by having contributed to patents and/or developed products/processes.

Management expertise and administrative expertise

For appointment as a senior lecturer, management and administrative expertise that contributes to good academic citizenship are advantageous and can be demonstrated through the following criteria:

- Some experience of managing at a unit/centre/department/university or equivalent.
- Experience of serving as a member of councils, boards, committees or other assignments in areas relevant to the University's function. A leading role in these is particularly advantageous.
- Some experience of leadership in relevant networks/associations/organisations.

General suitability

The assessment of general suitability includes an evaluation of whether the applicant, given the specific job description for the advertised position, has the personal qualities required to perform the duties of senior lecturer well, collaborate with other staff, and contribute to the positive development of the activities. This includes clear academic citizenship, which means a commitment to contributing to a good working environment (collegiality) and becoming involved in assignments within and outside the University of Gothenburg (academic service), for example through mentoring, serving as work environment or equal treatment representative, investigative work, or organising seminars, symposia or conferences.

Promotion checklist – Faculty for Science and Technology

The checklist below is used as a tool for assessing eligibility for promotion to professor and senior lecturer. When assessing degree of fulfilment, this should be viewed in relation to the subject area and reflect and summarise the overall quality assessment. Examples of how the degree of fulfilment can be demonstrated are described above for each position category.

A = fulfils the criterion by good margin
 B = fulfils the criterion
 C = fulfils the criterion to some extent
 D = does not fulfil the criterion
 X = Not assessed

For a collective assessment of the categories **research expertise** and **teaching expertise**, the candidate must have a rating of at least B for each criterion.

For a collective assessment of the categories **Collaboration expertise** and **Management and administrative expertise**, the candidate should fulfil at least one of the criteria of the respective category with a rating of B or higher.

Expertise	Degree of fulfilment					Point in career portfolio
	A	B	C	D	X	
Research expertise						
<i>Plan and lead research activities</i>						2.2; 2.3
<i>Scientific production</i>						2.4; 2.7; 2.8
<i>External research funding</i>						2.5
<i>Academic positions of trust</i>						2.6
Teaching expertise						
Teaching at the bachelor's and master's levels						3.2
Development of educational activities.						3.3
Management and administration in teaching						3.4
Teaching and supervision in doctoral education						3.5
Collaboration expertise						
Dissemination of information						4.1
Collaboration with the wider community.						4.2
Innovation and entrepreneurship.						4.3
Management and administrative expertise						
Management at a unit/centre/department/university or equivalent.						5.1
Service as a member of councils, boards, committees or other assignments in areas relevant to the University's function.						5.1
Experience of leadership in relevant networks/associations/organisations.						5.2