



(Translation)
GOVERNING DOCUMENT
GU 2026/1003

Guidelines for Expert Assessment in Application for Appointment as Associate Senior Lecturer at the Faculty of Humanities

Decision-maker	Faculty Board of Humanities
Responsible unit	Faculty Office of Humanities
Decision date	2026-06-11
Validity	From 1 July 2026 until further notice. A review of the document shall be conducted no later than 31 December 2029.
Sammanfattning	Replaces document: <i>Instructions for expert assessments: academically qualified teaching staff other than professors (V 2018/256)</i> .

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Guidelines for Expert Assessment in Application for Appointment as Associate Senior Lecturer

The present governing document has been developed to facilitate both the work of the external experts and the department's work in the recruitment process, as well as the preparation carried out by The Faculty Academic Appointments Board. The document is linked to the governing document Guidelines for Applications for Appointment as Associate Senior Lecturer (GU 2025/2844).

Background

The purpose of an appointment as an Associate Senior Lecturer is to provide the teacher with the opportunity to develop their independence as a researcher and to qualify both scientifically and pedagogically in order to meet the eligibility requirements for appointment as a university lecturer. This is therefore a career development position, in which the holder, following a successful evaluation, is to be promoted.

An Associate Senior Lecturer may be assigned duties in teaching and administration but shall devote at least half of their working time to research. Associate Senior Lecturer shall also be given opportunities for pedagogical development to an extent that enables the competence requirements for appointment as a university lecturer to be met within the period of employment.

Applications for appointment as an Associate Senior Lecturer must be reviewed by external experts. The external expert is appointed by the Chair of The Academic Appointments Board following a proposal from the Head of Department concerned and after a completed conflict-of-interest assessment. Normally, at least one external expert is appointed. If statements are obtained from more than one expert, women and men must be represented in a gender-balanced manner. Each expert submits an individual statement independently of the others.

The University of Gothenburg uses the recruitment platform ReachMee for its job announcements and recruitment processes. Applicants for appointment as an Associate Senior Lecturer must use the system. It is the responsibility of each department to decide whether the external expert shall be granted access to the platform. The assessment of applications must be based on the published announcement text, as this specifies the merits and qualifications to be evaluated by the expert.

The External Expert's Assignment

To enable the external expert to carry out their assignment, the relevant department must provide the following:

1. The announcement text
2. A list of applicants
3. Applications including merit portfolios, descriptions of scholarly and teaching activities; collaboration with the surrounding community; and merits in leadership and administration
4. A list of publications and appendices
5. Submitted publications, including the doctoral thesis
6. The Appointment Procedure for Teaching Posts at the University of Gothenburg (GU 2022/2359)
7. Guidelines for Applications for Appointment as Associate Senior Lecturer (GU 2025/2844)
8. Guidelines for Expert Assessment in Applications for Appointment as Associate Senior Lecturer (GU 2026/1003).

External Expert Statement

The assessment of the application is based exclusively on the material submitted by the applicant in their merit portfolios.

Academic portfolio I: Scholarly qualifications

Scholarly proficiency is demonstrated primarily through publication, for example in the form of monographs, contributions to edited volumes, and/or journal articles whose publication has been preceded by a collegial peer-review process (referee or editorial review).

There shall be contributions to both the national and the international scholarly community, taking into account the traditions and conditions of the discipline.

Criteria for Scholarly qualifications

- **Depth of scientific intent.** The applicant's publications are based on relevant and complex research questions, demonstrate analytical rigour, and show the ability to distinguish essential elements and to develop syntheses.
- **Originality** and independence in the choice of research topic, material, and problem formulation.
- **Theoretical and methodological expertise**, as well as critical and constructive ability.
- **National and international research engagement** and ability to collaborate.
- **Quantity of publications.** Number of published works and total volume as a measure of scientific productivity in relation to disciplinary traditions.
- **Formal clarity:** sound scholarly accuracy and clarity of presentation.

Academic portfolio II: Pedagogical qualifications

Pedagogical proficiency is demonstrated through the scope and breadth of teaching experience, the extent to which the applicant has planned and developed courses at different levels, and through experience of supervising students at various levels.

Criteria for Pedagogical Expertise

- **Overall pedagogical experience** at different levels of education.
- **Pedagogical leadership**, including the planning, management, and development of education and teaching.
- **Integration of research into pedagogical practice.**
- **The quality of the applicant's description of their pedagogical approach** and accompanying documentation.
- **Authorship of textbooks or other teaching materials** of high quality.

Academic portfolio III: Third-stream activities

The external expert statement must include an assessment of the applicant's competence with regard to collaboration with the wider society.

The ability to collaborate with the surrounding society is demonstrated through activities in relation to and in cooperation with the public and non-profit sectors, the cultural sector and industry, as well as through popular science activities, research communication, and participation in public debate.

At the Faculty of Humanities, the collaboration assignment entails cooperation, societal utilisation, knowledge sharing, and exchange with the wider society.

Academic portfolio IV: Managerial and administrative competencies

The external expert statement must include an assessment of the applicant's competence and experience in leadership roles and administration.

Expertise in leadership and administration is demonstrated through a strong ability to manage, plan, and develop organisational activities.

The Review Process

When appointing an Associate Senior Lecturer, the assessment concerns whether the applicant has documented eligibility and sufficient proficiency according to the assessment criteria specified in the in the job announcement. The relevant department is responsible for carrying out the eligibility review and for ensuring that only applications from eligible candidates are forwarded to the external expert.

When comparing applicants, the candidate who, based on an overall assessment of merits, is deemed to have the best prerequisites for carrying out the tasks included in the appointment must be selected, and the following points must be considered in the external expert statement:

1. A brief account of the job announcement's description of the subject area and the content of the appointment, as well as the applicable assessment criteria.
2. Applicants who do not meet the eligibility requirements for the appointment must be removed from further consideration, with a concise justification.
3. A brief description of the scholarly, pedagogical, and other merits of all eligible applicants.
4. An assessment, with justification, of the applicants who constitute the leading group. The leading group should not comprise more than three applicants, unless the relevant department has provided other instructions.
5. A more detailed review of the applicants included in the leading group, including a qualitative assessment with respect to the assessment criteria of scholarly proficiency, teaching proficiency, and other relevant qualifications.

The external expert report must result in a justification of the leading group, without ranking the applicants internally.

It must clearly state which relevant qualifications each applicant has demonstrated in relation to the position in question.

At the time of application, the relevant department may have specified expectations regarding the profile of the position and may thereby indicate desired orientation and subject area (and, in exceptional cases, familiarity with specific methods and theories). The external expert must assess the applicants' merits in

relation to the stated preferences regarding orientation and subject area as described in the announcement text

Processing

When appointing an Associate Senior Lecturer, the Chair of The Academic Appointments Board appoints at least one external expert, following a proposal from the Head of the relevant department.

The external expert report shall be addressed to the relevant department at the Faculty of Humanities, University of Gothenburg.

The external expert report is reviewed by the Academic Appointments Board, which identifies a leading group of applicants who are then invited to give a trial lecture and attend an interview. The Head of Department subsequently submits a proposal for appointment to the Board, after which the Board recommends that the Head of Department make the decision to appoint an Associate Senior Lecturer.

The external expert does not participate in the Academic Appointments Board's meetings.

The final decision is made by the Head of Department.