

Titles and qualification requirements for teaching and research staff

As set out in Section 31 (“University staff”) of the Finnish Universities Act (558/2009), “universities employ professors, teaching and research staff as well as other staff to perform other tasks.” The Regulations of Tampere University include more detailed provisions pertaining to qualification requirements and staff recruitment procedures.

Four-level career system for researchers

Tampere University has adopted a four-level career system for teaching and research staff. This system determines the titles of staff placed on the different levels.

The following titles are typically assigned to members of teaching and research staff based on the four-level career system:

4th level: Professor, Research Director
3rd level: Associate Professor, University Lecturer, Clinical Instructor, Senior Research Fellow, Project Manager
2nd level: Assistant Professor, Postdoctoral Research Fellow, University Instructor
1st level: Doctoral Researcher, Project Researcher, Research Assistant

Other applicable job titles may be used for a justified reason. Separate qualification requirements have not been defined for other possible job titles.

Qualification requirements

General qualification requirements

University Regulations, Section 16.4:

For each open position, the University shall appoint persons who demonstrate the highest potential to succeed in the role based on their qualifications, previous work experience and other factors. Persons hired by the University shall be expected to possess collaboration and social interaction skills that are required for the successful performance of their duties.

Government Decree on Universities (770/2009), Section 1: Proficiency in Finnish and Swedish required from university staff:

Holders of teaching and research positions at Finnish universities must be proficient in the language of teaching, either Finnish or Swedish. They will be expected to demonstrate this proficiency as laid down in the Regulations of Tampere University.

Regulations of Tampere University, Section 16.9:

A foreign citizen or a Finnish citizen, who is either foreign-born or received his or her education in a language other than Finnish or Swedish, may be granted an exemption from the proficiency requirements in Finnish and Swedish pursuant to the Government Decree on Universities.

The qualifications requirements for principals and teachers at Tampere Teacher Training School are laid down in the applicable government decree and further specified in the Regulations of Tampere Teacher Training School.

Professor

Qualification requirements:

- applicable doctoral degree
- high-level scholarly or artistic expertise
- experience of leading scientific research or artistic activities
- ability to provide high-quality research-based education and instruction
- track record of winning external research funding
- track record of international scholarly or artistic activity
- To be eligible for a professorship in theatre work, candidates shall be expected to hold the degree of Doctor of Arts (Theatre and Drama) as well as demonstrate a high level of artistic expertise, previous experience of leading artistic activities, the ability to provide high-quality research-based education and instruction and a track record of international artistic activities.

Research Director

To be eligible for the position of Research Director, candidates shall be expected to demonstrate similar achievements as candidates for the position of Professor. However, when considering their merits the University will place a special emphasis on their scholarly activity and their track record of successfully leading a research group, winning external research funding and conducting research in collaboration with international partners.

Professor of Practice / Industry Professor

Qualification requirements:

- applicable doctoral degree or an exceptionally high level of expertise relating to the field of the position
- outstanding merits achieved while employed by the private, public or third sector that demonstrate the candidate's ability to support the University's teaching or research or increase its societal impact
- teaching skills may be required but are not a critical requirement for appointment
- The position is not equal to a professorship as intended in the Universities Act as the person's merits may also be based on other than scientific achievements.

Associate Professor

Qualification requirements:

- applicable doctoral degree
- track record of independent scholarly or artistic activity
- teaching skills required to successfully perform the duties and functions of the position
- ability to lead a research group and acquire external funding
- track record of international scholarly or artistic activity

University Lecturer

Qualification requirements:

- applicable doctoral degree
- track record of independent scholarly or artistic activity
- ability to provide high-quality research-based education and instruction (studies in university pedagogy, 10 credits)
- Candidates applying for the teaching-oriented position of University Lecturer in the field of theatre and drama will be required to hold a master's degree or artistic qualifications and strong teaching skills in the field.

Clinical Instructor

Qualification requirements:

- generally an applicable doctoral degree
- track record of independent scholarly activity
- ability to provide high-quality research-based education and instruction (studies in university pedagogy, 10 credits)
- Candidates may be expected to have practical experience in the field of the position.

Senior Research Fellow

Qualification requirements:

- applicable doctoral degree
- track record of independent scholarly or artistic activity
- teaching skills required to successfully perform the duties and functions of the position
- ability to lead a research group and acquire external funding

Project Manager

Qualification requirements:

- applicable master's degree
- diverse experience of undertaking research in the field and utilising appropriate research methodologies
- ability to lead a research group or laboratory services

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Assistant Professor

Qualification requirements:

- applicable doctoral degree
- ability to undertake independent scholarly or artistic activity and potential to pursue scholarly or artistic activity at a high international level of excellence
- teaching skills required to successfully perform the duties and functions of the position

Postdoctoral Research Fellow

Qualification requirements:

- applicable doctoral degree
- capacity for independent scholarly or artistic activity
- teaching skills required to successfully perform the duties and functions of the position

Project Researcher

Qualification requirements:

- applicable master's degree
- ability and motivation to conduct independent research within research projects

University Instructor

Qualification requirements:

- applicable master's degree
- good teaching skills

Doctoral Researcher

Qualification requirements:

- applicable master's degree
- right to pursue a doctoral degree
- approved study plan and research plan
- ability and motivation, as demonstrated during prior studies towards a degree or otherwise, to work towards and complete a doctoral degree

The job-specific requirements will be described in more detail in the job advertisement.

This policy will take immediate effect.

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Mari Walls
President

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Rapporteur Hanna Rinne, Director, People and Culture

This Policy will be made available to the members of our university community

Signature This document has been electronically signed through the records management system of Tampere University. To verify the signature, please contact Tampere University.