**Criteria for appointment of assistant professors**

The criteria apply for assistant professor appointments at the University of Copenhagen. The assessment is based on these criteria guided by the specific requirements stated in the job advertisement and the material submitted by the applicant.

The assessment committee’s assessments will be given in text form as an overall assessment within six main criteria areas. The criteria will be viewed as a framework for an overall assessment of whether the candidate is qualified for the position in relation to the job advertisement rather than as absolute criteria, which the applicant must meet in each case.

**Research**

Assistant professors demonstrate intellectual originality, develop their research profile and provide valuable contributions to research-based knowledge.

* A plan for own research that shows development potential
* Peer-reviewed publications in recognised journals and/or books or anthologies
* Participation in scientific seminars and conferences, also with own contributions

**Teaching**

Assistant professors provide research-based teaching within one or more subject areas.

* Teaching experience
* Interest in supervising bachelor and/or master's degree students
* Interest in developing own teaching skills, e.g. documented by completing an ‘Introduction to teacher training course’
* Interest in including feedback from colleagues, students and others in the development of own teaching

**Societal impact**

Assistant professors have the ability to put their research into a societal perspective.

* Ability to put research and teaching into a societal perspective
* Understanding of how to describe research as popular science
* Interest in collaborating with external partners

**Organisational contribution**

Assistant professors contribute to an active academic environment.

* Interest in joining the department's formal forums and working groups
* A collegiate spirit and commitment to collaborate and build relationships
* Oriented towards and motivated for engaging in interdisciplinary collaboration

**External funding**

Assistant professors participate in grant application activities regarding research funds.

* Experience of participating in grant applications for research funds

**Leadership**

Assistant professors have self-management skills, including management of own projects.

* Ability to manage minor research projects
* Contribution to well-being, collaboration, equal treatment, diversity and a good working environment