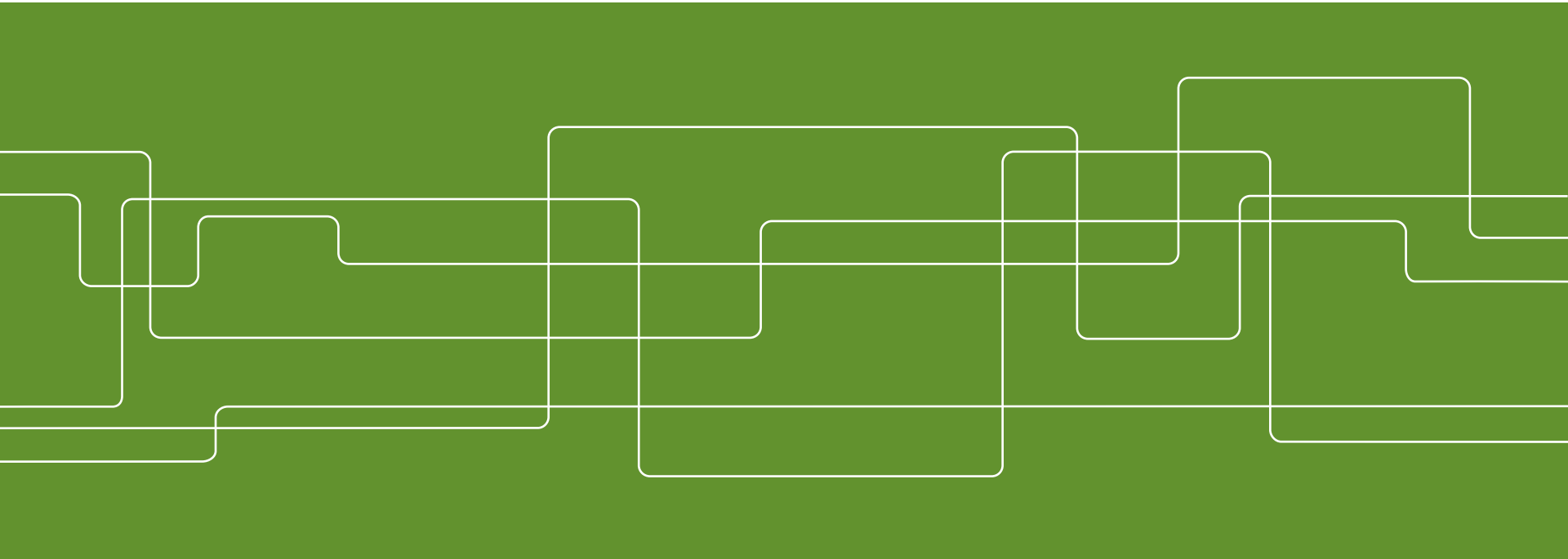




Recruitment process KTH



The recruitment process





Request from the school to start a new position. Criteria according to the appointment procedures

1. Link to KTH:s plan for strategic faculty development
2. Planning of core funding and duties for the first four years
3. Planning for the period 4-8 years after development
4. Start package for new positions in faculty employment



Faculty council

Chairman: Dean of faculty

Decides about the request for new position (and more) and propose to the Principal: final decision about the position.



Appointment committee

Faculty board selects the members

Review and decides about employment profiles and experts



Employment profile

- Assistant Professor
- Associate Professor
- Professor



Regulations

Assistant Professor

Eligibility

Those qualified for employment are individuals who have been awarded a PhD or have attained equivalent research competence. Preference should be given to those who were awarded a PhD or attained equivalent competence no more than seven years prior to the expiry of the application period.



Associate Professor

Eligibility

Those qualified for appointment as an associate professor are persons who have:

1. been awarded a PhD or has the corresponding research competence or some other professional expertise that is of value in view of the subject matter of the post and the duties that it will involve, and
2. demonstrated teaching expertise.



Professor

Eligibility

A person who has demonstrated both research and teaching expertise shall be qualified for employment as a professor



Advertising

Minimum 3 weeks

Female applicants

More than 5 applicants

Prolong ad



Experts

Appointment committee

Equal gender disposition



Statements

Preliminary

Official



Recruitment Committee

Faculty Council: Recruitment Committee

Chairman: Recruitment Board



Recruitment board meetings

2 meetings

1. To decide the candidates that will be invited for interview (can be a per capsulam decision)
2. Interview meeting



Interview



Recruitment Board

Interview meeting, selection methods

Test lectures

Work samples

Interview



Employment decision

Dean of school: Assistant Professor and Associate Professor
President: Professor

The recruitment process





Work samples

Pedagogical work sample

Questions to be answered



Pedagogical work samples



Work samples pedagogical, example

Course syllabus for a first cycle (BSc level) course in Software Engineering

The course is on the second year of a bachelor program for computer science, so students taking this course are expected to be familiar with computer systems from previous courses.

The purpose of the course should be to deepen the students' skills in the area, and to prepare the students for further studies at the advanced level. It is desirable that the course has an orientation towards problem-oriented learning.

Assume a 10.5 ECTS credits course for around 180 students. You, as the course leader, can count on the help of 6 teaching assistants are available. The course is project-based with both a theoretical part and practical work. Students are organized in project groups.



Work samples pedagogical

According to the Swedish Higher Education Ordinance there must be a course syllabus for first and second cycle courses. The syllabus should specify:

- the name of the course,
- the objectives of the course,
- the course content (in reasonable detail)
- the course literature and other educational aids to be used,
- previous knowledge requirements,
- ways in which the students' performance can be evaluated,
- the grading system to be used (Pass/Fail or graded A, B, C ...)

In your presentation, you should describe your course design and relate it to the course objectives. Justify your selection of examination tasks with respect to constructive alignment or similar learning theories. Describe how you could connect the course to your research to motivate students.



Questions to be answerd



Work samples

Questions to be answered

Questions to be answered in a prepared presentation

1. Describe how your profile relates to the position
2. Explain your vision on how to develop the research field and how you will build a culture at an academic institution.
3. Explain shortly how you work with a) teaching, b) supervision of PhD students and c) co-authoring
4. What is your motivation to work at KTH?
5. If you would get the position, shortly describe your vision where you will be in five years.

These should be short comments to be presented during 10 minutes.



Work samples

Questions to be answered

1. How does your background and current work meet the profile of the appointment? What is your motivation to work at KTH?
2. Briefly explain your vision – how will you develop the research field and where do you expect to be in five years' time?
3. Please sketch out a logistics-driven approach that could lead to improvements in emergency care in the Stockholm region.
4. Briefly explain your teaching vision – how will you develop the teaching in the field?



Interview questions, Associate Professor (examples)



Interview questions Associate professor example 1

1. If you get the position, what do you want to be known for (in research) in four years?
2. What would you do if you received 1 M€ research funds?
3. What is the most innovative idea you have had in your research career so far?
4. What research result are you most proud of?
5. How do you assure that you are a good PhD student supervisor?
6. How do you assure that you develop as a teacher?
7. What funding sources do you plan to apply for?
8. Why should KTH select you for this position as associate professor?
9. What in your opinion is the single most important step we can take to ensure a larger proportion of female faculty in the future?



Interview questions Associate professor example 2

Teaching questions

Possible questions:

- If you had a completely free choice to design and teach a course, what would that course be?
- (follow up questions ...) depending on answer
- How can/do you ensure that you develop as a teacher?
- (alternatively): How have you acquired your pedagogical skills and how do you intend to further develop them?



Interview questions Associate professor example 2

Research questions

Possible questions:

- What impact (and where) do you expect to achieve in the next 5-10 years?
- (Follow-up from the above): What are you doing now to achieve these goals?
- (Follow-up from the above): What will you need to do in the future to achieve these goals?
- Which are the main technical challenges in the field now and in the future?
- Which is the original single research result in your production that you are most proud of?
- Stepping back from your own research agenda and looking at the subject area more generally, what in your opinion is the most urgent open research question to resolve?
- This position is about renewal in the subject area, how will you strengthen KTH in these areas.
- Where will you find external funding for this line of research



Interview questions Associate professor example 2

Gender equality question:

What can you do (and what can KTH do) to ensure a larger proportion of female students and female faculty in the future?



Interview questions Associate professor example 2

Carrier Question:

- In which position (from administrative, research, teaching point of views) do you see yourself in 5 years from now?
- (Follow-up from the above): How would you support the development of the subject area from a research point of view?