

Professorial tasks, competency requirements and selection process

General entries regarding the tasks, competency requirements and selection process for professors can be found in the following documents:

Universities Act (558/2009), which lists the general tasks and duties of a university and a professor

- <http://www.finlex.fi/en/laki/kaannokset/2009/en20090558.pdf>

Government Decree on Universities (770/2009)

- <http://www.finlex.fi/fi/laki/alkup/2009/20090770> (only in Finnish)

Staff Regulations of the University of the Arts Helsinki

- <https://www.uniarts.fi/sites/default/files/Staff%20Regulations.pdf>

Strategy of the University of the Arts Helsinki

- http://www.uniarts.fi/sites/default/files/TY_strategia_ppt_size_ENG_01.pdf.

The key entries of the above mentioned documents are the following:

Tasks of a Professor in accordance with the Universities Act (558/2009), Section 33

A professor shall carry out and supervise scientific or artistic work, give education based on it and follow developments in science or art and participate in societal interaction and international cooperation in his/her field.

Professor's Competency Requirements according to the Staff Regulations of the University of the Arts Helsinki

A successful candidate for a post at the University of the Arts Helsinki is required to have an appropriate education, experience, and language skills for the post in question as well as other skills related to the post, for example sufficient co-operative and interactive skills. The requirements for each post are defined prior to the selection process in accordance with the qualification requirements for university staff imposed by legislation and the competency requirements included in these staff regulations. (7 §)

A successful candidate for a post of professor in a research-oriented subject is required to have an applicable doctorate, demonstrations of high-level research, skills for high-level teaching and supervision based on research, and evidence of international activities. (14 §)

Language Proficiency requirements

University teaching and research staff are required to master the language, Finnish or Swedish, in which they teach. Mastery of the language of instruction can be demonstrated in a manner defined by the university regulations. (Universities Decree, 1)

At universities where it is possible to complete a degree in both Finnish and Swedish, teaching and research staff are also required to have at least satisfactory oral and written skills in Finnish and Swedish. The university may grant an exemption from the language requirements in a manner defined by the university regulations. (Universities Decree, 1)

According to the Staff Regulations, the rector of the university may approve an exception to the language requirements of other teaching and research personnel in cases in which it is possible without jeopardising the successful performance of their duties and when such exception facilitates the appointment of an applicant who is otherwise the most qualified and suitable for the position. (Staff Regulations of Uniarts Helsinki, 7 §)

Prior to the compiling of the employment contract, the successful Finnish candidate is required to present one of the following certificates of proficiency in Finnish or Swedish:

- 1) A certificate signed by a member or deputy member of the State Board of Language Examinations, or in another manner prescribed by the Decree on the Demonstration of Knowledge of the Finnish and Swedish Languages in State Administration (481/2003) (e.g. by passing the language test included in the basic curriculum of a university-level institution);
- 2) A certificate issued by a professor, assistant professor, or lecturer who teaches the language in question at a Finnish university-level institution;
- 3) A matriculation examination certificate indicating a pass in the language in question.

Selection process of a Professor

Statements concerning the qualifications and merits of persons applying for and invited to the post must be requested from a minimum of two experts where a person is appointed to a position in effect until further notice or for a fixed period of at least two years. (Universities Act, 558/2009, 33 §)