

UNIVERSITY OF LAPLAND

Faculty of Law

17.6.206

JOB DESCRIPTION FOR THE POSITION OF PROFESSOR/ASSOCIATE PROFESSOR (TENURE TRACK) IN ENVIRONMENTAL LAW

Duties of the Professor/Associate Professor

According to Section 33(1) of the Universities Act (558/2009), a professor shall conduct and supervise scientific research, provide instruction based on such research, follow developments in science, and participate in societal engagement and international cooperation within their field.

The duties of the Professor/Assistant Professor of Environmental Law include research related to the field of environmental law, as well as the development of teaching and learning. Research related to the position involves conducting high-level scientific research in Finland and internationally, as well as actively securing external research funding and participating in research projects. The Professor/Assistant Professor of Environmental Law is responsible for teaching environmental law courses as part of the degree programs for the Juris Notarius and Master of Laws degrees. In addition, the duties of the Professor/Associate Professor include teaching in the field, supervising theses and dissertations, and leading and developing research within Finnish and international collaborative networks.

Successfully fulfilling the duties of a professor or associate professor and promoting the Faculty's productive activities require a strong commitment to the comprehensive operations of the Faculty's academic community. We value research interest and a strong academic background that enables the application of existing knowledge and research and generates new insights, particularly regarding environmental issues related to various production and consumption systems that are relevant to the sustainability transition. Active international collaboration networks are considered an asset. The position emphasizes the ability to collaborate with other researchers.

Operating Environment

The Faculty of Law at the University of Lapland educates one-quarter of Finland's lawyers. Our students follow a reformed degree structure that combines diverse learning formats and independent work methods. Teaching is more practice-oriented than ever before, without neglecting the theoretical foundations of the discipline. Our faculty conducts wide-ranging research on law and justice in various areas of society. We conduct research in collaboration with regional stakeholders and international partners. We offer an international academic work environment and high-quality infrastructure for scientific research.

Each year, the faculty admits a fixed number of students to pursue degrees as a Notary Public and a Master of Laws, as well as a varying number of students to graduate programs.

Tenure-Track Model

The purpose of the University of Lapland's Tenure-Track model is to offer the university's teaching and research staff a career path based on merit leading to a professorship. The Tenure-Track career path model also aims to strengthen the university's strategic research profile.

The Tenure Track career path consists of three levels, each with its own set of criteria. The position in question—Professor or Assistant Professor—is open to candidates at all three Tenure Track levels:

- Level 1: Assistant Professor (fixed-term)
- Level 2: Associate Professor (fixed-term)
- Level 3: Full Professor (tenured)

More detailed descriptions of the criteria for the three levels mentioned above are provided in the appendix.

Eligibility Requirements

According to Section 28 of the University's Rules of Procedure, a person selected for a position at the university must possess the education, experience, and language skills necessary to successfully perform the duties of that position. These requirements are defined for each position before the recruitment process begins.

According to Section 29 of the Rules of Procedure, a candidate for a professorship filled on scientific grounds must hold a doctoral degree, demonstrate high-level scientific competence, experience in leading scientific research, the ability to provide high-quality research-based teaching and to supervise theses, as well as evidence of international collaboration in their field.

When evaluating an applicant's qualifications, consideration is given to scientific publications and other results of research that have scientific value, teaching experience and pedagogical training, the ability to produce learning materials, other achievements in teaching, a teaching demonstration if necessary, and supervised doctoral dissertations. In addition, consideration is given to success in securing supplementary research funding, experience in societal engagement, active participation in the scientific community, practical familiarity with the field of the position (if necessary), as well as scientific work abroad and international assignments.

Language Proficiency

Those carrying out teaching and research duties at the university are required to be proficient in the language in which they are to teach (University Decree 770/2009). The language of instruction and degree programs at the University of Lapland is Finnish, but the university may also decide to use another language as the language of instruction and degree programs and in coursework (University Act 2009/558, Section 11).

If a foreign national or a Finnish citizen who is not a native speaker or who did not receive their school education in Finnish or Swedish applies for a teaching or research position, they may be granted an exemption from the Finnish or Swedish language proficiency requirements set forth in the University Decree. A foreign national or Finnish citizen who is not a native speaker and who is being considered for a teaching and research position may, if necessary, be required to acquire a reasonable command of the Finnish language within a specified period.

The language of instruction for the open position of Professor/ Associate Professor of Environmental Law is Finnish.

Provisions Concerning the Duties of Experts

Pursuant to Section 33 of the Universities Act, prior to selection, the opinions of at least two experts must be sought regarding the qualifications and merits of applicants and those invited to fill a position when a person is selected for a permanent position or a fixed-term position lasting at least two years. Sections 27–29 of the Administrative Procedure Act (434/2003) apply to the disqualification of experts.

The international-level evaluation of a tenure-track position is conducted by at least two experts in the field from outside the university, selected by the Faculty Council.

The expert opinion must be in writing. The opinion must consider the duties of a professor or associate professor, the eligibility requirements, and factors specifically considered advantageous for the position. The opinion must be substantiated with respect to those applicants whom the expert considers to be the primary candidates for filling the position. A substantiated opinion must be provided for at least three applicants, and these applicants must be ranked in order of merit. However, the expert shall provide a reasoned opinion only regarding those applicants whom he or she considers eligible. The opinion must indicate the criteria on which the expert based the selection of the applicants subject to a more detailed evaluation and why the other applicants were not evaluated in greater detail. Experts may consult with one another and may also issue a joint opinion.

The experts are provided with the position description and its attachments, copies of the application documents, and the publications included with the application. The experts are asked to submit a written statement regarding the applicants within three months.

Before the experts are selected, applicants are given the opportunity to raise any objections regarding the impartiality of the proposed experts.

The Faculty Council may conduct a preliminary evaluation of the applicants and forward the application documents of those it considers to be the best candidates to the experts for evaluation.

Instructions for Applications and Supporting Documents

To receive the information and notifications necessary for the hiring process, applicants must indicate in their application how they can be reached during the hiring process and provide an address to which written notifications can be sent.

The following documents must be attached to the application:

- Application/cover letter
- Resume
- List of publications in accordance with the Academy of Finland's guidelines
- Up to ten publications most relevant to the position
- Teaching portfolio

The position will be advertised in August 2026, and the application period will last 30 days.

Teaching Demonstration and Interview

After receiving expert opinions, the Faculty Council will decide whether to invite some of the applicants to give a teaching demonstration. At the same time, the Faculty Council may interview the applicants invited to the teaching demonstration. Applicants will be notified of any interview when they receive the invitation to the teaching demonstration.

Additional Information Regarding the Position

The position of professor is filled on a permanent basis, as specified in the contract. In the case of an associate professor position, the appointment is for a fixed term of five (5) years. The fixed-term nature of the associate professor position is based on the tenure track. A probationary period (6 months) applies when a new employee assumes the position.

When the employment contract is signed with the person selected for the associate professor position, specific criteria, objectives, and outcomes to be achieved during the term will be agreed upon to enable advancement to the next level of the career path.

The salary for the position is determined in accordance with the salary system for university teaching and research staff. The salary consists of a position-specific component and a component based on individual performance. For

professors, the position-specific salary component falls within levels 8–11 of the job requirement classification (€5,471.95–€8,063.25/month). For associate professors, the level is 7 (€4,525.66/month), and for assistant professors, the levels are 5–6 (€3,366.36–€3,925.63/month). In addition, a performance-based salary component is paid, which may not exceed 50% of the position-specific salary component.

The Faculty Council may appoint a committee to handle the recruitment process, which will manage the various stages of the process and prepare a proposal for the Faculty Council regarding the recruitment decision. The Faculty Council of the Faculty of Law submits a proposal to the rector regarding the appointment of the candidate to the position.

The Tenure Track position will be advertised through an international open call for applications. The job posting will be published at a minimum on the university's website, the mol.fi website, and through mutually agreed-upon international channels.

For inquiries regarding the hiring process, please contact Administrative Manager Tiina Leppänen (tiina.leppanen@ulapland.fi, 040 4844 344).