

Professor

Goal

To develop, programme and position a specific knowledge area in close collaboration with relevant-external partners (both profit and non-profit), lecturers and students by organising applied scientific research projects.

Research is conducted in service of knowledge development, innovation of the professional practice and broader society within and around the internationally-oriented city of Amsterdam, and the integration of new insights and solutions into AUAS programmes in order to ensure that students have access to the latest knowledge and graduates are evidence-based experts equipped with the latest international scientific knowledge and insights.

Context

Reports to/receives hierarchical guidelines from:

- Dean

RESULTAREAS			
Main activity	Frame	Result	Activity
1. Research unit strategy			
To formulate proposals on research policies, programmes and organisational aspects, and to elaborate (or instruct others to elaborate) these proposals within the context of the faculty research programme and/or institutional focus area.	Institutional strategy Knowledge centre strategy Education policy Research policy	Contribute to the formulation and realisation of strategic knowledge centre/programme/faculty/institutional objectives, in accordance with the knowledge centre's current research programme activities	<ul style="list-style-type: none"> • Provide input, and gather and record ideas and priorities that are relevant to the research unit in terms of: knowledge development within the research area, the professional practice & society and education & professionalisation • Determine the professorship's short and long-term objectives • Translate the professorship's objectives into concrete research programme and research and education projects • Promote alignment of research and education policies and the educational application of research knowledge • Assess applications relating to cooperation with other professorships, departments, organisations and other external parties
2. Research programming			
To analyse the needs of civil society, the professional field and the various programmes as they relate to the knowledge area, and to translate these requirements into concrete contributions towards the professional development and educational innovation-oriented research programme	Institutional strategy Knowledge centre strategy Regional, national and international societal frameworks Current and future requirements of the professional field Programme curricula	Coherent research programme, elaborated in terms of content, objectives, methodologies and budget Strong research organisation Inspiring research climate	<ul style="list-style-type: none"> • Keep track of any social and scientific developments that could be relevant to the own area of research at the highest scientific level • Harmonise the content and organisational structure of research activities within the professorship; formulate project proposals and other recommendations, prepare budgets and sub-budgets • Monitor the progress and quality of scientific research • Supervise a research programme (or components thereof) and/or multiple research projects within the knowledge centre/professorship • Ensure that AUAS research policies are integrated into research activities, with a special focus on ethical aspects (research integrity, good clinical practice, data management, the digital and physical storage of research data) • Benchmark developments within the professional field and degree programmes against relevant and current scientific insights • Harmonise the requirements and potential for collaboration with stakeholders within the network (professional practice, AUAS degree programmes / faculties and other knowledge institutions)

RESULTAREAS			
Main activity	Frame	Result	Activity
3. Course development and teaching			
To incorporate research results, knowledge development and innovations into new or improved learning products or education	<p>Educational vision</p> <p>Research programme</p> <p>Exit qualifications formulated on the basis of current and future developments in the professional field.</p>	Contribute to the content, structure, didactic design and assessment method of the intended learning outcomes of a course component	<ul style="list-style-type: none"> • Contribute to the development of Bachelor's, Master's, excellence and honours programmes from the perspective of the own knowledge domain • Continually update knowledge and skills within the specific field and incorporate them into the curriculum • Participate and contribute to the development of new methods and approaches to teaching • Contribute to the formulation of specific themes for final research projects • Encourage and support lecturers to develop their professional capacities in terms of research skills and evidence-based working methods, and support them in this effort. • Teach/hold guest lectures at Bachelor's, Master's, excellence and honours programmes. • Challenge students to explore new ways of thinking, encourage debate and stimulate critical discourse, rational thought, an inquisitive approach and evidence-based working methods • Evaluate/test the quality and effectiveness of existing and new learning products
4. Teaching and knowledge development			
To ensure the quality and execution of applied research within the research unit and supervise research teams.	<p>Institutional strategy</p> <p>Knowledge centre research programme</p> <p>Defined research projects</p> <p>Criteria for applied research within the own research area</p>	New insights and/or products that have been announced in recognised scientific media and are of great importance to curricular innovation and the evidence-based development of the professional practice	<ul style="list-style-type: none"> • Prepare and implement (or have others implement) research plans, including research questions and methods • Initiate, prepare, conduct and evaluate research projects • Stimulate and initiate doctoral research projects • Develop and design new products, models, tests and experiments and justify the selected methods and techniques • Prepare evaluation reports on the set-up and implementation of the research • Promote cohesion between individual research projects • Harmonise the activities of the professorship, knowledge centre and relevant programmes • Deliver an accredited knowledge product/research result on behalf of the programmes and professional practice, in aid of policy development, product/service development and the social debate.

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5. Functional supervision of research group			
To provide functional supervision to internal and external researchers and lecturer-researchers working in project-based research teams; to organise professionalisation activities in the area of curricular content and research for researchers, lecturer-researchers and doctoral candidates, and to supervise and stimulate career development	<p>Institutional strategy</p> <p>Education and research priorities</p> <p>HRM policy</p> <p>Assigned powers and guidelines</p>	Promote efficient, effective and high quality working methods, and stimulate colleagues/lecturers to develop their professional knowledge and skills	<ul style="list-style-type: none"> • Supervise and support employees over the course of research projects • Create an effective and efficient task organisation structure, and ensure that teams are composed of a balanced mix of more and less experienced researchers, lecturer-researchers, doctoral candidates, postdocs and students • Harmonise the deployment and career development of lecturer-researchers with programme managers; contribute to lecturer-researchers' performance and assessment cycles • Initiate and contribute to the development of research-oriented professionalisation programmes for lecturers • Coach and supervise less experienced fellow researchers, lecturer-researchers, professors and associate professors, and stimulate and supervise career advancement processes • Initiate and develop training courses, workshops and presentations on both research methods and scientific orientation and the own field • Supervise research activities by researchers and lecturer-researchers at various levels within multiple research groups
6. Supervising doctoral candidates			
To supervise doctoral candidates in their capacity as co-supervisors during the design, implementation and progress of the doctoral research project	<p>Institutional doctorate strategy</p> <p>In consultation with the supervisor</p>	Contribute to high-quality research and the timely completion of dissertations by doctoral candidates	<ul style="list-style-type: none"> • Provide doctoral candidates with information on potential thesis subjects • Discuss the progress of the research or sub-research projects with doctoral candidates • Contribute to the assessment of doctoral candidates' dissertations • Provide the supervisor with input for the assessment of doctoral candidates • Coordinate the progress of lecturer-doctoral students with hierarchical supervisors and contribute to the performance and assessment cycle
7. Network development and strategic positioning			
To develop and maintain knowledge networks and represent the specific field of knowledge; to acquire and develop contract research, teaching or consultancy assignments to be conducted on behalf of third parties.	<p>Institutional strategy</p> <p>Knowledge centre strategy</p> <p>Contractual agreements</p> <p>Agreements with programme managers</p>	Solidification of the professorship's durable, strategic and unique position (recognised at both national and international level) and stable alliances and contracts with partners and financiers based around substantive and financial participation in research projects	<ul style="list-style-type: none"> • Create and maintain knowledge networks in collaboration with other authorities on the specific area of knowledge and regional, national and international stakeholders • Acquire financial resources for research activities (2nd and 3rd flow of funds), negotiate requirements with external potential partners and financiers, prepare and/or supervise the preparation of grant applications for external funding and the relevant project budgets. • Present and position the professorship and knowledge centre to/within the knowledge network • Advise the dean/Executive Board on long-term developments relating to the area of knowledge • Publish and present the professorship's research projects and activities in professional journals and other relevant media (or commission other parties to do so)

RESULTAREAS			
Main activity	Frame	Result	Activity
8. Knowledge valorisation			
To stimulate the development and production, dissemination, circulation and application of knowledge by involving external parties, lecturers and students in the professorship's activities.	<p>Knowledge centre strategy</p> <p>Education and research priorities</p> <p>Needs of learners and organisations</p>	The exchange of clear, understandable, applicable and relevant knowledge within the faculty and/or professorship, contributing to the development of the knowledge centre, the knowledge domain and - positioning of the institution	<ul style="list-style-type: none"> • Analyse and capitalise on opportunities for sustainable collaboration with existing and potential relations in order to promote the transfer of knowledge • Develop or co-develop sustainable formal alliances • Harmonise knowledge objectives within the organisation and work with others to prepare lectures and articles and arrange for publication in leading national and international professional journals and/or media for broad target audiences • Ensure that knowledge is recorded and made available to third parties (internal and external) in a methodical manner by establishing a knowledge database or contributing to the body of knowledge and skills

Ranking criteria Professor

Function level Ranking criteria	Professor 1	Professor 2	Professor 3
Research unit strategy	<p>Formulates strategy for a large-scale, coherent research programme</p> <p>Advises the dean and Executive Board on strategy for the entire knowledge centre</p> <p>Initiates strategic alliances with external (often international) parties, including the acquisition of multi-year faculty and AUAS-wide subsidy projects.</p>	<p>Submits proposals on the knowledge centre's strategy to the dean and/or professor over the course of discussions on a primus inter pares basis.</p> <p>Translates strategic decisions into concrete processes and policies within the own professorship.</p> <p>Initiates strategic alliances with external parties, including the acquisition of research assignments from the 2nd and 3rd flow of funds</p>	<p>Contributes to the formulation of proposals for research programme strategy, under the supervision of a Professor 2 and 1.</p> <p>Translates strategic decisions into concrete processes within a smaller professorship or part of the processes within a large professorship.</p> <p>Contributes to alliances with external parties, including the acquisition of research assignments from the 2nd and 3rd flow of funds</p>
Research programming	<p>Safeguards the linkage between education and research: aligns the organisation and content of own research areas with education and research targets at both faculty and institutional level (research priority programme and partnerships)</p> <p>See Professor 2</p>	<p>Safeguards the linkage between education and research: aligns the organisation and content of own research areas with education and research targets at faculty level.</p> <p>The progress and quality of applied scientific research is monitored.</p>	<p>Conducts independent research within an innovative or specialised research area that transcends individual disciplines or subject areas.</p>
Innovational capacity and scope of research activities	<p>The research activities are innovative, socially relevant and have a major impact on the international/global professional practice and the contents of educational curricula throughout the faculty.</p> <p>Research results have an impact that transcends the scope of the institution and help it achieve a clear position within relevant networks while serving as a basis for further research and practical applications.</p>	<p>The research activities are innovative, socially relevant and have an impact on the contents of educational curricula at various programmes.</p> <p>See Professor 3</p>	<p>Research activities centre around expansion of an own area of research within the existing body of knowledge and skills, and have an impact on the contents of one or more educational curricula.</p> <p>Research results are achieved within relevant networks.</p>
Impact of research activities on the institution	<p>The research activities are crucial to the institution's strategic objectives, including the AUAS' strategic positioning in the Netherlands and abroad.</p> <p>The results achieved by the knowledge centre are translated into a unique selling proposition that clearly sets the centre apart from other knowledge providers.</p>	<p>The research activities are essential to the strategic positioning and continuity/growth of one or more faculties within the current and future institutional and student markets.</p>	<p>The research activities are essential to the strategic positioning and continuity/growth of one or more faculty degree programmes within the current and future institutional and student markets.</p>

Authority	<p>The employee is a nationally and internationally recognised authority in the own field of research, reflected by:</p> <ul style="list-style-type: none"> • scientific publications in authoritative professional and scientific journals, which are regularly quoted by leading academics. • groundbreaking research results in leading research associations • holds keynote speeches at leading seminars and international conferences at the cutting edge of current research developments • plays a prominent role in the public debate 	<p>The employee is a recognised authority in the own field of research, reflected by:</p> <ul style="list-style-type: none"> • regular publications in leading professional and scientific journals and periodicals • research results in leading research associations • holds keynote speeches at leading seminars and conferences offering a platform for further profiling and development of the own research area and field 	<p>The employee is actively involved in the own area of research, reflected by:</p> <ul style="list-style-type: none"> • regular publications in professional and scientific journals and periodicals • research results in various research associations • holds speeches at seminars and conferences offering a platform for further profiling and development of the own research area and field
Functional supervision of research group	Supervises the core professorship and professors with other research groups in capacity as primus inter pares	Supervises research groups with multiple researchers and lecturer-researchers at various levels	Coordinates and ensures the realisation of a multi-year specialised research project.

Ranking Rules Professor

Professor 3 will apply if at least four of the six criteria as described under Professor 3 have been met, at the discretion of the Executive Board.

Professor 2 will apply if at least four of the six criteria as described under Professor 2 have been met, at the discretion of the Executive Board.

Professor 1 will apply if at least four of the six criteria as described under Professor 1 have been met, at the discretion of the Executive Board.

Explanation:

Job level 2 is the standard level for professors that consistently perform at the level of a mature professional.

Job level 3 is exclusively intended as a transfer level. The Professor will have the opportunity to rise to job level 2 Within this context, job level 3 is applied on an individual basis ('Associate professor').