

Lecturer / Assistant Professor (A-E)

Goal

To develop and provide allotted cohesive academic course components, based on the faculty's curriculum, tailored in part to meet societal demand, so that students may meet the course objectives associated with the attainment targets of these course components in terms of knowledge, understanding, skills, competence and attitude.

To gain , carry out and valorise scientific research, following consultation with the Hoogleraar of the department and in line with the department plan, with the aim of contributing to the development and application of scientific knowledge and understanding in a field of research and valorise this for the benefit of academic and scientific advancement, society and - where possible - the government and the corporate world.

Context

Reports to/receives hierarchical guidelines from one of the following officials:

- Voorzitter
- Hoogleraar
- Universitair Hoofddocent

RESULTAREAS

Main activity	Frame	Result	Activity
1. Educational Development			
To specify the course objectives for a course component	Faculty's curriculum Cohesion with other course components in the curriculum Course objectives students have to achieve	Content, teaching, testing method(s) and composition of allotted course components	<ul style="list-style-type: none"> - Keep up to date on relenaart national and international developments in own field of education - Analyse societal demand with respect to education and the learning needs of students - Select relenaart literature and teaching methods - Formulate teaching material and assignments or adjust established material
2. Teaching			
To prepare and implement allotted course components, tailored to meet societal demand and the needs of students	Faculty's curriculum Specified study load Norms and attainment targets	Achievement of the course objectives set with regard to students' knowledge, understanding, competence, skills and attitude	<ul style="list-style-type: none"> - Integrate research results into teaching - Prepare and hold programme meetings for students, provide potential students with information - Create the right conditions for the learning process by applying teaching methods - Supervise and coach students in the learning process during programme meetings - Supervise and assess students' work placement assignments and final projects and theses
3. Testing			
To test academic achievement, using assessment methods developed and/or approved by the educational institute for this purpose	Established norms for the faculty's curriculum	An objective assessment of the extent to which the student has attained the required level	<ul style="list-style-type: none"> - Formulate interim and final examination questions - Hold both oral and written interim and/or final examinations - Assess interim/final examinations and award marks

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4. Course Evaluation			
To contribute to the evaluation of the framework and implementation of course components, including making proposals with regard to possible improvements in the teaching and/or content of these course components	Established quality criteria, content and objectives in the faculty's curriculum	Enabling students to attain the course objectives more effectively	<ul style="list-style-type: none"> - Evaluate and, if necessary, adjust own course components - Take part in internal working groups and discussions on course evaluations - Analyse how course components are given with students and Teacheren - Contribute towards evaluation reports about the framework and implementation of the curriculum or parts of it - Provide information to programme review committees
5. Acquisition of Contract Research and Contract Teaching (variant)			
To write or assist in writing research and/or teaching proposals to be approved by the Professor	The department's research programme and curriculum and the quality requirements of the commissioning bodies	Contribution towards contracting partners and financiers for substantive and financial participation	<ul style="list-style-type: none"> - Contribute to the development of non-initial degree programmes - Draw attention to relevant developments and potential opportunities in the field of education and research - Report to the commissioning body on performance and results - Develop and maintain contact with the influential Researchers and financiers of research and education - Acquire subsidies and apply for external funding
6. Co-ordination of Research			
To co-ordinate and monitor the progress of one's own research	Individual research plan	Achievement of aims of the research plan	<ul style="list-style-type: none"> - Bring into line with other research or research components - Give assignments and work instructions to academic and research staff - Monitor progress and quality of the work on assignments delegated to academic and research support staff
7. Research process			
To collect, analyse and interpret research data	<p>Research plan</p> <p>Scientific criteria</p>	Solving the research problem as it is defined	<ul style="list-style-type: none"> - Formulate a research plan - Verify the definition of the problem and the working hypotheses with the Professor/ Full Professor (A-E) or Senior Lecturer/ Associate Professor (A-E) - Study the literature, attend symposia and congresses and hold discussions with experts on the subject matter - Formulate the definition of the problem, working hypotheses and specify the research data required, the research method and target groups - Exchange knowledge with national and international colleague Researchers and experts in the subject matter - Monitor the academic integrity of the research

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	Protocols		
8. Publication of Research			
To publicise the research results	In consultation with fellow authors Criteria for the medium chosen for this	Making colleagues partners in the knowledge and insights that have been acquired, as well as receiving feedback on these and improving the position of the area of knowledge	<ul style="list-style-type: none"> - Write articles for publication in recognised scientific journals and specialist journals - Write conference papers and give lectures at conferences - Give presentations to external organisations - Make adjustments to the published articles following comments from reviewers and colleague Researchers
9. Supervising students			
To supervise students, including assessing students' work and progress on their assignments		Enabling students to complete their assignments within the allotted time	<ul style="list-style-type: none"> - Discuss possible assignments with students - Discuss plans, implementation and progress of the assignments with the students - Assess the students' assignment and submit it to the Examining Board
10. Supervising Promovendi (variant)			
To supervise Promovendi in the content of their work on their thesis and its progress by acting as assistant doctoral thesis supervisor	Following consultation with the doctoral thesis supervisor	Contribution to high-quality research and to Promovendi being able to complete their theses in good time	<ul style="list-style-type: none"> - Inform Promovendi about possible doctorate thesis subjects - Discuss progress of research or research components with Promovendi - Assist in assessing Promovendi's theses - Provide input to the doctoral thesis supervisor to help in assessing the Promovendi - Supervise Promovendi in preparing and jointly teaching a course component and then give feedback on this
11. Patient Care			
To formulate a treatment plan and have it carried out (specialist dental care, specialist veterinary care)	Following referral by an external practitioner (dentist, veterinary surgeon)	Development of treatment skills and/or benefits to patients' health	<ul style="list-style-type: none"> - Supervise specialists/trainee dentists with regard to their patient care tasks in the rekenaart research field - Take care of implementing and evaluating procedures considered suitable for diagnostics and/or treatment - Provide care - Take part in or lead patient discussions - Keep medical reports up to date
12. Management of Equipment and Laboratories			

RESULTAREAS

Main activity	Frame	Result	Activity
To manage equipment and/or laboratories	Budget allocated	Resources and facilities needed for carrying out research	<ul style="list-style-type: none"> - Consult and verify with the Director of Operations or the Director of the Research Institute - Formulate an investment proposal
13. Dissemination of academic knowledge and insights			
To disseminate the capacity group's knowledge and insights through various media for the benefit of academic and scientific advancement, society and - where possible - the government and the corporate world		Scientific knowledge that is clear, understandable and applicable for a wide audience, as well as contributing to social function and the position of the department	<ul style="list-style-type: none"> - Maintain networks for the dissemination of knowledge and insights - Contribute to current social discussion from own area of expertise - Give lectures and interviews to various media
14. Working groups and committees			
To take part in and/or chair committees or working groups, as well as perform assigned administrative and managerial tasks.		Contribution to the development of the faculty	<ul style="list-style-type: none"> - Prepare topics to be discussed in working groups or committees - Take part in committee meetings and working group meetings - Work out the details of certain topics in preparation for a subsequent meeting - Keep staff informed of matters discussed in the working groups

Ranking criteria Lecturer / Assistant Professor (A-E)

Function level Ranking criteria	Lecturer / Assistant Professor (A-E) 1	Lecturer / Assistant Professor (A-E) 2
Teaching	<p>Teaches course components that have already been developed for the curriculum.</p> <p>Takes care of periodical maintenance of the allotted course components.</p> <p>Draws attention to opportunities for improving the allotted course components.</p>	<p>Teaches course components that have already been developed for the curriculum.</p>
Research	<p>Conducts independent research for the benefit of academic and scientific advancement, society and - where possible - the government and the corporate world.</p> <p>Contributes to obtaining 2nd (indirect) flow of funds and 3rd (contract research) flow of funds.</p> <p>Supervises academic staff with regard to the content of their research.</p>	<p>Conducts research based on a previously defined and approved research proposal for the benefit of academic and scientific advancement, society and - where possible - the government and the corporate world.</p>
Organisation	<p>Chairs working groups, committees or project teams in the department.</p>	<p>Takes part in working groups, committees or project teams in the department.</p>

Ranking Rules Lecturer / Assistant Professor (A-E)

Lecturer/ Assistant Professor (A-E) 2 applies if all criteria described for Lecturer/ Assistant Professor (A-E) 2 are met

Lecturer/ Assistant Professor (A-E) 1 applies if the criteria 'Teaching' and 'Research' are met as described for Lecturer/ Assistant Professor (A-E) 1 and the criterion 'Organisation' is met as described for Lecturer/ Assistant Professor (A-E) 1 or 2

Working groups and committees

The working groups and committees referred should always relate to the content of the job description. In other words, this does not concern working groups and committees within the context of employee participation, nor work meetings of the department concerned.

Patient care

The 'Patient Care' result area can apply to specific faculties such as medicine, dentistry, veterinary medicine, health sciences etc. A generic result area was chosen entitled 'Patient Care'. Minor differences and the scope of the 'Patient Care' result area have not been examined. In the interest of recognisability, some differentiation was established for the positions of Professor and Senior Lecturer (Associate Professor A-E) vis-à-vis each other and the other job profiles within this result area.

The 'Patient Care' result area does not carry more weight than the other result areas within the relevant job descriptions.