

Til: Styret for Naturhistorisk museum

Sakstype:	Vedtak
Saksnr.:	V-sak 7
Journalnr.:	2020/2558
Møtedato:	27.02.2020
Notatdato:	17.02.2020
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Sakstittel: Kunngjøring av førsteamanuensisstilling innen vertebratzoologi – fast ansettelse.

Bakgrunn

Stillingen som førsteamanuensis i vertebratzoologi er tatt hensyn til i budsjettbehandlingen og satt i sammenheng med at professor Øystein Wiig gikk av med pensjon den 1. oktober 2019.

Med henblikk på UiO's handlingsplan for likestilling, kjønnsbalanse og mangfold og museets egen tiltaksplan, er det valgt å utlyse den faste vitenskapelige stillingen som førsteamanuensis, dette som tiltak for å søke kjønnsbalansert nyrekruttering.

I den nevnte handlingsplanen og i museets tiltaksplan er aktiv bruk av letekomiteer/søkekomiteer nevnt som tiltak for å sikre kjønnsbalanse og mangfold i søkergrunnlaget og bidra til tilfanget av toppkvalitet, kjønnsbalanse i vitenskapelige toppstillinger og mangfoldet i academia jf. UiOs rekrutteringspolitikk for vitenskapelige stillinger. Det anbefales at museumsdirektøren gis fullmakt av styret til å oppnevne en letekomité som skal finne fram til kandidater fra det underrepresenterte kjønn.

Ved en senere oppnevning av bedømmelseskomité skal komitemedlemmene bevisstgjøres om implisitte fordommer (bias) om kjønn og mangfold.

Forslag til vedtak:

Styret godkjenner museumsdirektørens forslag til utlysningstekst.
Museumsdirektøren gis fullmakt til å oppnevne letekomité.

Vedlegg:

Forslag til kunngjøringstekst

Associate Professor in Vertebrate Zoology

A permanent position as Associate Professor in Vertebrate Zoology is available at the Natural History Museum, University of Oslo. The appointment is a fulltime position with a starting date no later than 1 January 2021.

The Natural History Museum (NHM) in Oslo houses the largest natural history collections in Norway, including fish, bird and mammal collections. The institution's Section of Research and Collections is currently organized in eight research groups, four of them with a research focus on animals. The vertebrate (fish, bird and mammal) collections are currently without assigned scientific curators. The appointed candidate will be expected to take responsibility for one or more of these vertebrate collections according to the candidate's taxonomic research profile and interests. NHM has a strategic goal of strengthening cutting edge research on museum specimens and to integrate the scientific collections better in education and outreach activities. It is also a strategic priority to modernize the collections in accordance with new research needs.

Job description

To further develop and strengthen NHM's position at the forefront of modern biodiversity research, we seek an active researcher with a relevant and strong track record in vertebrate biology. Areas of expertise that we are looking for include, but are not limited to, comparative genomics, trait evolution, systematics, host-parasite interactions, and population genetics of vertebrates. We are especially interested in candidates who combine high-quality research with the use and development of museum collections, and who have the potential to attract external research grants to collection-based research. We are also seeking a candidate with complementary expertise to the current scientific staff who can contribute to ongoing research projects. Candidates whose research is multi- or inter-disciplinary are encouraged to apply.

An attractive start-up package is available. However, the successful applicant will be expected to obtain extramural research funding, and a proven record of acquiring such funding is essential.

NHM has a collaborative agreement with the Department of Biological Sciences about teaching and supervision of students at the bachelor and master's level, and with the Faculty of Mathematics and Natural Sciences in the education of doctoral candidates. NHM also hosts an international research school in biosystematics (ForBio). The successful candidate is expected to participate in teaching at all levels and be a capable and enthusiastic supervisor of master's and PhD students. Relevant background in working with museum collections will be an advantage. Up to 50% of the working time will be devoted to curating collections (main activity), teaching and supervision of students, outreach and administrative tasks at NHM. Lectures and tuition are given in Norwegian and English. Foreign language speakers are expected to be able to teach in a Scandinavian language within two years after being hired.

Qualification requirements

The successful applicant must have

- A PhD or an equivalent doctoral degree in biology
- A postdoctoral research profile with relevant experience in vertebrate biology
- Profound knowledge about vertebrate systematics and taxonomy
- Profound experience in cutting edge molecular DNA methodology and bioinformatic analyses of big data sets

- Excellent English language skills (written and spoken)

The successful candidate should have

- Curatorial experience with natural history collections
- Proven ability to attract external research funding
- Teaching and supervision skills of master's and PhD students
- Leadership experience from research groups or projects
- Team-working and networking skills
- Command of a Scandinavian language

We offer

- Salary NOK 631 700 – 754 900 per annum depending on qualifications (position code 1011)
- A stimulating and friendly working environment
- Membership in the Norwegian Public Service Pension Fund
- Attractive welfare benefits and a generous pension agreement, in addition to Oslo's family-friendly environment with its rich opportunities for culture and outdoor activities
- The opportunity to apply for promotion to full professor at a later stage

How to apply

The application must include:

- A cover letter (including a statement of motivation, summarizing scientific work and research interest)
- CV (summarizing education, positions, research profile and merits, grants and awards, pedagogical qualifications, curatorial experience, administrative experience and other qualifying activity)
- A list of all scientific publications
- A summary of up to 7 selected scientific key publications the applicant wishes to include in the evaluation describing their significance and impact. PDFs of these publications must be provided
- A research plan, which describes how NHM's vertebrate collections will be utilized in the research, how the planned research may contribute to the development of these collections, and how synergies can be achieved with other research and teaching activities at NHM (up to 5 pages)
- A teaching portfolio: a document describing the applicant's pedagogical competence including formal and practical qualifications and teaching philosophy
- List of reference persons: 3 references (name, relation to candidate, e-mail and phone number). No reference letters should be submitted.

The application with attachments must be delivered in our electronic recruiting system. Please note that all documents should be in English.

Interviews will be part of the appointment process, along with a trial lecture.

Formal regulations

The basis for assessment will be the scholarly production of the applicant, other qualifications, pedagogical or educational, the applicant's qualifications within leadership and administration as

well as the general personal suitability. In ranking the competent applicants, the full range of qualifications will be considered and explicitly assessed. Cf. the Rules for appointments to Associate Professorships.

The successful candidate who at the time of appointment cannot document basic teaching qualifications will be required to obtain such qualifications within a two-year period. Please see rules for the assessment and weighting of pedagogical competence.

The successful candidate must demonstrate mastery of both English and one of the Scandinavian languages as working languages. If an appointee is not fluent in a Scandinavian language, the appointee will be expected within a two-year period to learn sufficient Norwegian to be able to participate actively in all functions the position may involve.

According to the Norwegian Freedom and Information Act (Offentleglova) information about the applicant may be included in the public applicant list, also in cases where the applicant has requested non-disclosure.

The University of Oslo has an agreement for all employees, aiming to secure rights to research results etc.

The University of Oslo aims to achieve a balanced gender composition in the workforce and to recruit people with ethnic minority backgrounds.

The University of Oslo has a goal of recruiting more women in academic positions. Women are encouraged to apply.

Contact information

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For questions regarding the recruitment system: HR Advisor Thomas Brånå, phone +47 22856374, e-mail: thomas.brana@nhm.uio.no

About the University of Oslo

The University of Oslo is Norway's oldest and highest ranked educational and research institution, with 28 000 students and 7000 employees. With its broad range of academic disciplines and internationally recognised research communities, UiO is an important contributor to society.

The Natural History Museum at the University of Oslo is Norway's most comprehensive natural history collection. For almost 200 years, preserved plant specimens, animal specimens, rocks, minerals and fossils have been collected, studied and preserved here. The museum is located in the beautiful Botanical Garden, which is not only popular for recreation, but is a scientific collection in itself.