

Til: Styret for Naturhistorisk museum

Sakstype:	Vedtak
Saksnr.:	V-sak 6
Journalnr.:	2020/1906
Møtedato:	27.02.2020
Notatdato:	17.02.2020
Saksansvarlig:	Lindheim, Lifjeld, Ugletveit, Brånå

Sakstittel: Kunngjøring av førsteamanuensisstilling innen systematisk mykologi – fast ansettelse.

Tidligere vedtak i saken :

På styremøte den 28. februar 2019 ble det besluttet å starte prosess med ansettelse førsteamanuensis i systematisk mykolog. Stillingen (2019/3869) ble kunngjort med søknadsfrist 19.mai 2019. Den 10. desember 2019 vedtok museumsstyret at stillingen skulle tilbys Inger Skrede. Dersom hun takket nei skulle stillingen tilbys Martin Ryberg. Begge fikk tilbud, og begge takket nei.

De viktigste problemstillingene

Dette er en fornyet kunngjøring. Som nevnt i tidligere styrefremlegg er stillingen som førsteamanuensis i systematisk mykologi tatt hensyn til i budsjettbehandlingen og satt i sammenheng med at professor Karl Henrik Larsson gikk av med pensjon den 1. oktober 2018.

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 akademien 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 komiteemedlemmene 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 Systematic Mycology

Job description

A permanent position as Associate Professor in Systematic Mycology 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) seeks a dynamic researcher for an associate professorship in systematic mycology. The successful candidate should have a research profile in integrative systematics, which preferably addresses questions of deep phylogeny, species delimitation and intraspecific diversity. He/she should also master up-to-date molecular and bioinformatic methods in systematic biology. It is expected that the applicant will develop an independent research program that will have synergistic effects within the research group "Integrative Systematics of Plants and Fungi (ISOP) as well as with other research groups at NHM. The successful candidate will be expected to attract extramural research funding and should document ability and potential to be successful in this respect.

NHM has an array of research facilities, including advanced microscopes and a DNA laboratory for library preps and where high throughput sequencing can be performed. The museum also collaborates with Department of Biological Sciences on several research facilities.

The fungal collection at NHM is the largest in the country and the museum has traditionally had a national role as centre of competence for the diversity of Norwegian fungi, Basidiomycetes in particular. The successful applicant will have the scientific curatorial responsibility for the collection of non-lichenized fungi at NHM, which at present contains about 300 000 objects, including 240 000 objects from Norway and the Arctic region. The collection is among the most active museum collections at NHM with a yearly growth of about 4 500 objects and much societal interactions with other institutions and the public. It is a strategic goal for NHM to strengthen the integration of the scientific collections in research, education and outreach activities, and modernise the collections as a research infrastructure in accordance with new research needs. Candidates who combine fundamental research questions with powerful molecular and bioinformatic approaches within a collection-based context, will therefore be preferred.

NHM has a collaborative agreement with the Department of Biological Sciences about teaching and supervision of students at the bachelor and master 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 teach students at all academic levels, including supervision of PhD students and postdocs. 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 candidate must have:

- A PhD or an equivalent doctoral degree in systematic or evolutionary biology
- Scientific qualifications equivalent to an Associate professor position
- Scientific experience and research merits in systematics, especially systematic mycology
- Fluent oral and written communication skills in English and a Scandinavian language. Foreign language speakers are expected to be able to teach in a Scandinavian language within two years after being hired

The successful candidate should have:

- Experience in curation of scientific collections
- A good systematic overview of fungi and good knowledge of Nordic species and their ecology
- Good competence in nomenclature, preferably documented by experience from taxonomic revisions
- Teaching experience at university level
- An interest and willingness to engage in societal activities to communicate scientific knowledge to nature management authorities, the media and the general public.

In the assessment of applicants, emphasis will be placed on research quality and potential. The quality and extent of the applicant's scientific production during the last five years will be given particular weight in combination with documented competence in modern research methods and techniques. Next, curatorial experience with museum collections, formal pedagogical competence and relevant academic teaching and supervisor experience will be assessed. Personal skills, such as the ability to work in teams and independently, initiate research networks and external project collaborations, as well as generic communication skills, will also be evaluated.

We offer

- Salary NOK 631 700 – 754 900 per annum depending on qualifications (position code 1011)
- A professionally stimulating working environment
- 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 professorship at a later stage

How to apply

The application must include:

- A cover letter (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 7 selected scientific publications the applicant wishes to include in the evaluation describing their significance and impact. PDF of these publications (or open access link to these) must be provided
- A research plan, including a description of how NHMs fungal collections will be utilized in the research, how the research may contribute to the development of these collections, and how

synergies can be achieved with other researchers and research groups 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

Research director, professor Jan T. Lifjeld, phone +47 22851726, e-mail: j.t.lifjeld@nhm.uio.no
Professor Brita Stedje, phone +47 22851634, e-mail: brita.stedje@nhm.uio.no

For questions regarding the recruitment system: HR officer 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 rated institution of research and education with 28 000 students and 7000 employees. Its broad range of academic disciplines and internationally esteemed research communities make UiO 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, specimens of plants, fungi, animals, rocks, minerals and fossils have been collected, preserved and studied here. A selection of specimens are on display for the general public. The museum is located in the beautiful Botanical Garden, which is not only popular for recreation, but is a scientific collection in itself.