

Appendix 1

JOB DEMANDS CHART FOR TEACHING AND RESEARCH STAFF

Description / documentation of tasks using the form attached.

The typical tasks for each level are described in the job profile chart. If jobs at Levels 1 to 4 have a research emphasis, the references to 'teaching and counselling' do not apply to the choice of level.

Level	Nature of Work and Tasks	Interaction Skills	Knowledge and Skills
1	Postgraduate research Postgraduate studies	Teaching related to the person's own postgraduate studies on a small scale and supervised by an instructor	University master's degree
2	Postgraduate research and studies or other research Minor tasks unrelated to the person's own postgraduate research	Small-scale teaching duties related to the person's own postgraduate studies or interaction skills required in project work	University master's degree
<i>Important difference compared with the previous level: increase in teaching duties; possible assisting in teaching and departmental administration and progress in postgraduate studies</i>			
3	Postgraduate research and studies or other research Tasks related to bachelor's and master's degree studies, and teaching and departmental administration or more demanding project work	Tasks related to counselling lower and higher degree students or interaction skills required in project work	University master's degree
<i>Important difference compared with the previous level: student counselling, more demanding tasks related to teaching and departmental administration, obtaining scholarly qualifications, responsibility for one's own research within a project group</i>			
4	Postgraduate research and studies or independent research which includes a good knowledge of research methods Tasks related to bachelor's and master's degree studies, teaching and/or university administration that are carried out independently	Tasks that assist in university instruction	Qualifications equivalent to a Licentiate degree
<i>Important difference compared with the previous level: increasing academic qualifications, more independent teaching and administrative duties, more demanding research and possible responsibility for small projects</i>			

Level	Nature of Work and Tasks	Interaction Skills	Knowledge and Skills
5	Emphasis on research:		
	Independent academic research Tasks related to bachelor's and master's degree studies and/or university administration	Instructing students in preparing their bachelor degree thesis in the instructor's field of specialisation Planning and implementing research projects Responsibility for the activity of a research group Academic and professional tasks	Doctorate or other postgraduate qualification
	<i>Important difference compared with the previous level: separation of research and teaching, obtaining academic qualifications, more diverse teaching tasks, the inclusion of professional tasks, being responsible for larger project groups</i>		
	Emphasis on teaching:		
	Independent teaching Evaluation and development Tasks related to departmental administration	Planning and implementing courses and modules Instruction related to basic studies Instruction related to bachelor's and master's degree studies Guidance of bachelor's and master's degree students	Good teaching skills Command of the discipline required
<i>Important difference compared with the previous level: separation of research and teaching, the responsibility and independence in teaching grow</i>			
6	Emphasis on research:		
	Independent scientific [academic] research Tasks related to undergraduate but particularly postgraduate education, and university administration	Responsibilities for organising research and tasks related to leading a research group Raising research funds Instructing bachelor's and master's degree students in research involving their thesis Scientific and professional tasks Independent responsibility for clinical work	Doctorate
	<i>Important difference compared with the previous level: academic qualifications, responsibility for postgraduate education, wider variety of professional-related tasks, the financial responsibility is emphasised</i>		
	Emphasis on teaching:		
	Considerable teaching responsibility Teaching work valued by the university community Departmental administration and organisational tasks	Teaching related to bachelor's and master's university degrees Instructing students in thesis preparation Responsibilities involving the discipline Giving extensive courses Responsibility for the development of instruction	Experience in teaching and instruction required Good teaching skills Long-term teaching experience
<i>Important difference compared with the previous level: increasing requirements regarding experience, responsibilities involving the discipline, more demanding development tasks, instructing the preparation of theses</i>			
7	Teaching and research work valued by the university community	Creating and maintaining a cooperation network in the field of research and education Planning and organising research projects Responsibility for the use of resources Responsibility for the degree program Responsibility for postgraduate education/ extensive teaching responsibility Academic and professional tasks Extensive responsibility for clinical work	Extensive experience in teaching related to both undergraduate and postgraduate education Ability to take responsibility for the discipline in question
	<i>Important difference compared with the previous level: teaching and artistic duties combined in the same profile, but the job tasks can have a research- or teaching-emphasis. Emphasis on the importance of responsibility, diversity in research or teaching experience, increase in the need for cooperation and external activity</i>		

Level	Nature of Work and Tasks	Interaction Skills	Knowledge and Skills
8	Teaching and research work highly valued by the academic community	Creating and maintaining academic cooperation, including at the international level Extensive responsibility for the discipline and its development Planning, organising and coordinating research projects and networks Responsibility for the use of research resources Extensive responsibility for the degree program or responsibility for conducting and developing research Extensive responsibility for postgraduate education Extensive academic and professional tasks	Qualifications required of professors Diverse experience in teaching related to undergraduate and postgraduate education
<i>Important difference compared with the previous level: diversity of tasks, extent of tasks and responsibilities, internationality, qualifications required of professors</i>			
9	Teaching and research work highly valued by the academic community	Creating and maintaining a wide academic cooperation network, especially at an international level Extensive responsibility for the discipline and its development Strategic planning, organisation and coordination of research projects and networks Extensive responsibility for the use of research resources Extensive responsibility for the degree program or extensive responsibility for conducting and developing research Extensive responsibility for postgraduate education Demanding academic and professional tasks	Qualifications required of a professor Diverse teaching experience related to undergraduate and postgraduate education
<i>Important difference compared with the previous level: emphasis on the diversity and extent of scientific value, tasks, responsibilities and cooperation networks</i>			
10	Teaching and research work very highly valued by the academic community	Creating and maintaining a wide academic cooperation network especially at the international level Extensive responsibility for the discipline and its development Strategic planning, organisation and coordination of large-scale research projects and networks Extensive responsibility for the use of research resources Extensive responsibility for the degree program or extensive responsibility for conducting and developing research Extensive responsibility for postgraduate education and heading a postgraduate education program Very demanding academic and professional tasks	Qualifications required of a professor Diverse teaching experience related to undergraduate and postgraduate education
<i>Important difference compared with the previous level: a very demanding level, requires very diverse and large-scale responsibilities and tasks</i>			

Level	Nature of Work and Tasks	Interaction Skills	Knowledge and Skills
11	Teaching and research work very highly valued by the academic community	Creating and maintaining a wide academic cooperation network especially at the international level Strategic planning, organisation and coordination of leading-edge research projects (such as Centres of Excellence) and networks Extensive responsibility for the use of research resources Exceptionally demanding academic tasks Extensive responsibility for postgraduate education and heading a postgraduate education program Very demanding academic and professional tasks	Qualifications required of a professor Very diverse teaching experience related to undergraduate and postgraduate education
<i>Important difference compared with the previous level: a very demanding level, requires exceptional diverse and large-scale responsibilities and tasks</i>			

**JOB DEMANDS CHART FOR TEACHING AND RESEARCH STAFF
 THE CREATIVE AND PERFORMING ARTS**

Description / documentation of tasks using the form attached.

The tasks typical for each level are described in the job profile chart. If jobs at Levels 1 to 4 have a research-emphasis, the references to 'teaching and counselling' do not apply to the choice of level.

Level	Nature of Work and Tasks	Interaction Skills	Knowledge and Skills
1	Postgraduate studies, research and/or artistic work	Teaching related to the person's own postgraduate studies on a small scale and supervised by an instructor	University master's degree
2	Postgraduate studies, research and/or artistic work Minor tasks unrelated to the research defined above	Small-scale teaching duties related to the person's own postgraduate studies or interaction skills required in project work	University master's degree
	<i>Important difference compared with the previous level: increase in teaching duties; possible assisting in teaching and departmental administration and progress in postgraduate studies</i>		
3	Postgraduate research and studies or other research Tasks related to bachelor's and master's degree studies, and teaching and departmental administration or more demanding project work Responsibility for one's own research within a project group	Tasks related to counselling lower and higher degree students or responsible tasks in a project group	University master's degree
	<i>Important difference compared with the previous level: student counselling, more demanding tasks related to teaching and departmental administration, obtaining academic qualifications, responsibility for one's own research within a project group</i>		
4	Postgraduate research and/or artistic work Tasks related to undergraduate education, teaching and/or university administration that are carried out independently Alternatively, independent research which includes a good knowledge of research methods	Tasks that assist in instruction or minor independent teaching tasks	Qualifications equivalent to a Licentiate degree
	<i>Important difference compared with the previous level: increasing academic qualifications, more independent teaching and administrative duties, more demanding research and possible responsibility for small projects</i>		

Level	Nature of Work and Tasks	Interaction Skills	Knowledge and Skills
5	Emphasis on research:		
	Independent research and/or artistic work Tasks related to undergraduate education and/or university administration	Instructing students in preparing their bachelor's thesis in the instructor's field of specialisation and/or related to the Creative and Performing arts Planning and implementing research projects Researcher or member with responsibility for the activity of a research group and/or artistic project Academic and/or artistic and professional tasks	Doctorate or other postgraduate qualification
	<i>Important difference compared with the previous level: separation of research and teaching, obtaining academic and/or artistic qualifications, more diverse teaching tasks, the inclusion of professional-related tasks</i>		
	Emphasis on teaching:		
	Independent teaching, including evaluation and development Tasks related to departmental administration	Planning and implementing courses and modules Instruction related to basic studies Instruction related to bachelor's and master's degree studies degree studies Counselling bachelor's and master's degree students	Good teaching skills Artistic qualifications Command of the discipline required
<i>Important difference compared with the previous level: separation of research and teaching</i>			
6	Emphasis on research:		
	Independent research and/or artistic work Tasks related to undergraduate but particularly postgraduate education and university administration	Responsibility for organising research and/or artistic activity, and tasks related to heading a research group and/or artistic project Raising research funds Instructing bachelor's and master's degree studies degree students in research involving their thesis Academic and/or artistic and professional tasks	Doctorate
	<i>Important difference compared with the previous level: scientific and/or artistic qualifications, responsibility for postgraduate education, wider variety of professional-related tasks</i>		
	Emphasis on teaching:		
	Teaching work valued by the university community Departmental administration and organisational tasks	Teaching related to bachelor's and master's university degrees Instructing students in the preparation of their thesis Responsibility involving the discipline in question Giving extensive or demanding courses Responsibility for the development of instruction	Long term experience in teaching and instruction required Good teaching skills Artistic qualifications and sufficient teaching skills
<i>Important difference compared with the previous level: increased requirements for experience, responsibilities involving the discipline, more demanding development tasks, instructing the preparation of master's theses</i>			

Level	Nature of Work and Tasks	Interaction Skills	Knowledge and Skills
7	Teaching and artistic work valued by the Creative and Performing arts community	Creating and maintaining a cooperation network in the field of art and education Planning and organising research projects Responsibility for the use of resources Responsibility for the degree program Responsibility for postgraduate education Artistic and professional tasks	Extensive experience in teaching related to undergraduate and/or postgraduate education Ability to take responsibility for the discipline in question
<i>Important difference compared with the previous level: teaching and artistic duties combined in the same profile, but the job tasks can have a research- or teaching-emphasis. Emphasis on the importance of responsibility, diversity in e.g. teaching experience or artistic work, increase in the need for cooperation and external activity</i>			
8	Teaching and artistic work highly valued by the Creative and Performing arts community	Creating and maintaining an artistic cooperation network at both national and international levels Extensive responsibility for higher education in the field of art in question and its development Planning, organisation and coordination of projects and artistic productions Responsibility for the use of resources for projects and artistic productions Responsibility for postgraduate education Extensive artistic and professional tasks	Qualifications required of professors Diverse experience in teaching at university level or teaching skills demonstrated otherwise
<i>Important difference compared with the previous level: diversity of tasks, extent of tasks and responsibilities, in-depth knowledge and emphasis on artistic value, internationality, qualifications required of professors</i>			
9	Teaching and artistic work highly valued by the Creative and Performing arts community	Creating and maintaining a wide artistic cooperation network, especially at an international level Extensive responsibility for higher education in the field of art and its development Planning, organising and coordinating projects and artistic productions and networks Extensive responsibility for the use of resources for projects and artistic productions Responsibility for postgraduate education Demanding artistic and professional tasks	Qualifications required of a professor Diverse teaching experience at university level or teaching skills otherwise demonstrated
<i>Important difference compared with the previous level: emphasis on the diversity and extent of artistic value, tasks, responsibilities and cooperation networks</i>			

Level	Nature of Work and Tasks	Interaction Skills	Knowledge and Skills
10	Teaching and artistic work very highly valued by the Creative and Performing arts community	Creating and maintaining a wide artistic cooperation network especially at an international level Extensive responsibility for higher education in the field of art and its development Strategic planning, organisation and coordination of large-scale projects and artistic productions and networks Extensive responsibility for the use of resources for projects and artistic productions Extensive responsibility for postgraduate education and heading a postgraduate education program in the artistic fields Very demanding artistic and professional tasks	Qualifications required of a professor Diverse teaching experience related to undergraduate and postgraduate education
<i>Important difference compared with the previous level: a very demanding level, requires very diverse and large-scale responsibilities and tasks</i>			
11	Top level artistic work and related teaching	Creating and maintaining a wide artistic cooperation network especially at an international level Very extensive responsibility for higher education in the field of art and its development Strategic planning, organisation and coordination of demanding projects and artistic productions and networks Very extensive responsibility for the use of resources for projects and artistic productions Exceptionally demanding artistic work Extensive responsibility for postgraduate education and heading a postgraduate education program in the artistic fields Very demanding artistic and professional tasks	Qualifications required of a professor Diverse teaching experience related to undergraduate and postgraduate education
<i>Important difference compared with the previous level: the most demanding level, requires exceptional diverse and large-scale responsibilities and tasks</i>			