

The Danish tenure-track employment

The Danish tenure-track employment is a focused assistant professorship with a guaranteed assessment for a position as an associate professor, not limited in time, within the tenure-track assistant professor's field of study.

The tenure-track assistant professor will be assigned a mentor upon employment. The head of department will further, host annual performance- and development reviews, to ensure the progress of the assistant professor's development towards meeting the qualifications of an associate professorship. A formal midterm evaluation will be conducted by a committee, consisting of the head of the department and two external researchers with relevant qualifications, with the purpose of ensuring the focus of the assistant professor's activities, as well as to create the basis for the planning of the remaining period.

The transition from assistant professor to associate professor

Within the 4th year of employment, the tenure-track assistant professor is expected to transition into a position as an associate professor position, based on a positive assessment conducted by a formally approved assessment committee, consisting of a chairman appointed by the University of Southern Denmark, as well two external committee members approved by the dean, the academic council and the tenure-track committee of the university.

Successful applicants to tenure-track assistant professor positions must be scholars with an internationally competitive research profile, whose potential is at the forefront of their discipline. The applicants for tenure-track assistant professorships, are assessed based on the criteria of the applicant's potential to reach an international level of scholarly excellence during the tenure-track period. The candidate will only be promoted to associate professor when the assessment committee confirms that the candidate has scholarly merits at a level of international excellence beyond what can normally be expected for associate professors, with reference to the qualification policy of the research group in which the position is announced.

Indicators of relevant scholarly merits could be documented through scholarly output independent of the PhD supervisor, ground-breaking publications, achievement of excellence grants, and international research network.

Read more about the procedure [here](#).