Criteria for Evaluating Candidates for Positions as Full and Associate Professor

The set of criteria below may be used by:

- Evaluation committees, research committees, department heads, deans, and others who discuss the qualifications of candidates.
- Researchers to evaluate their own prospects for obtaining a position in Department of Computer Science at Aalborg University.

Candidates are judged by a balanced evaluation of the criteria. They are divided into three categories:

- A-criteria are very important.
- B-criteria are also important, but it is acceptable if some are only partly fulfilled.
- C-criteria are qualifications and experiences that are not specifically required by a candidate for this type of position. However, these count positively and may to some extent compensate for not fulfilling all A- and B-criteria.

The letters in front of a criterion indicate the demand for a full professor and an associate professor, respectively.

Words in square brackets [ ] apply for full professorships, while words in curly brackets { } apply associate professorships.

Research (peer-reviewed publications)

A	A	[Numerous] {Several} papers in high-quality publication channels.
A	A	[Several] {Some} papers in the very best publication channels within the research area.
A	A	[Many] {Some} papers with good citation numbers.
A	A	[Excellent] {Good} H-index (depending on research area {and number of years after PhD degree}).
A	A	Independent production after the Ph.D. study (e.g., demonstrating ability to work in different subareas and with different people).

Research (network)

A	A	[Extensive] International research collaborations (e.g., joint papers and applications).
A	B	Program/organizing committees, editorial boards, invited lectures, peer-reviewing, etc.
A	B	Productive stay(s) at another university/research institution, preferably in another country.
C	C	Ph.D. study/employment in a world-class research group.

Research (academic leadership/funding)

A	B	[Demonstrated] Ability to perform ground-breaking research.
A	B	[Demonstrated] Ability to provide scientific leadership, inspiration and guidance of research colleagues.
A	B	[Demonstrated] Ability to manage large research projects {or substantial parts of these}.
A	A	[Demonstrated] Ability to attract [substantial] external funding.
C	C	Experience with interdisciplinary research.
C	C	Elite funding such as ERC and Sapere Aude.

Teaching and outreach

A	A	Supervision {or co-supervision} of Ph.D. students and Master's thesis students/bachelor projects.
A	A	Demonstrated ability to deliver high-quality undergraduate/graduate teaching.
A	B	Development of teaching plans/material.
C	C	Implementation/development of innovative teaching methods.
B	C	Public outreach, e.g., popular science lectures/articles.
B	C	Experience with Problem-Based Learning

Industrial/public sector collaboration

B	B	Collaboration with/employment in industry/public organisations or planning and management of consultancy/advisory projects or monitoring programs.
C	C	Patents/spin-off companies.

Additional skills

A	A	Very good communication skills (oral and written).
A	A	Ability to collaborate and build relationships.
B	C	Contribution to local administration (e.g. participation in departmental committees).