

Language requirements for new academic staff members

New academic staff members must have an acceptable level of proficiency in English.

The department must have documentation that the candidate is able to communicate effectively in English. This can be satisfied in different ways:

- a. The candidate satisfies the English requirement and does not have to send proof of proficiency if the candidate
 - i. completed a university education in one of the countries listed in Enclosure A or
 - ii. completed the primary and postsecondary education or the secondary and postsecondary education entirely in English.
- b. If the candidate cannot meet the requirements set out in paragraph 1a, the candidate must provide proof of proficiency in English by either
 - i. passing a formal language proficiency test and enclose the successful results with the application (Enclosure B outlines a set of acceptable minimum scores to determine proficiency in English)
 - ii. by unanimous acceptance among all members of the appointments committee on the candidate's oral communication skills in the mandatory interview taking place as part of the hiring process.

Enclosure A: English speaking countries

The candidate satisfies the English requirement and do not have to send proof of proficiency in English if the candidate completed a university education in one of the following countries:

- Canada
- Anguilla
- Antigua and Barbuda
- Australia
- Bahamas
- Barbados
- Belize
- Benin
- Bermuda
- Botswana
- British Virgin Islands
- Cayman Islands
- Cameroon
- Dominica
- Ghana
- Grenada
- Guyana
- Jamaica
- Montserrat
- Nigeria
- New Zealand
- Republic of Ireland
- Saint Kitts-Nevis
- St. Lucia
- St. Vincent
- Seychelles
- Sierra Leone
- Trinidad and Tobago
- Turks and Caicos Islands
- United Kingdom
- United States
- Uganda
- US Virgin Islands
- Zambia
- Zimbabwe

Enclosure B: Acceptable minimum scores for proficiency in English

The department accepts results from the TOEFL iBT1 test with the following minimum acceptable scores to determine proficiency in English:

<i>Communication skill</i>	<i>Minimum acceptable test scores</i>
Reading	24 of 30
Listening	22 of 30
Writing	25 of 30
Speaking	24 of 30
Overall	95 of 120

Each skill has 4 or 5 proficiency levels²:

<i>Reading</i>	Advanced (24–30) High-Intermediate (18–23) Low-Intermediate (4–17) Below Low-Intermediate (0–3)
<i>Listening</i>	Advanced (22–30) High-Intermediate (17–21) Low-Intermediate (9–16) Below Low-Intermediate (0–8)
<i>Speaking</i>	Advanced (25–30) High-Intermediate (20–24) Low-Intermediate (16–19) Basic (10–15) Below Basic (0–9)
<i>Writing</i>	Advanced (24–30) High-Intermediate (17–23) Low-Intermediate (13–16) Basic (7–12) Below Basic (0–6)

For more information on TOEFL iBT see e.g., <https://www.studieskolen.dk/en/tests/toefl>

¹ Test of English as a Foreign Language, Internet-based test

² <https://www.ets.org/toefl/test-takers/ibt/scores/understanding/>