QUALIFICATION REQUIREMENTS, DUTIES AND LANGUAGE COMPETENCE REQUIREMENTS FOR TEACHING AND RESEARCH STAFF IN ACCORDANCE WITH THE UNIVERSITY OF JYVÄSKYLÄ REGULATIONS AND UNIVERSITY STUDIES IN PEDAGOGY

University of Jyväskylä Regulations

27 §
A professor is expected to have a doctoral degree, high-level scientific competence and, when important for the tasks included in the professorship, practical familiarity with the field.

The following aspects are taken into account when assessing an applicant's merits: scholarly publications, other academic merits, experience of leading academic research, ability to provide high-level research-based teaching and guidance, evidence of national and international cooperation in the respective field of research, experience in teaching and guidance, pedagogical training, produced learning materials, other teaching merits and, if necessary, test lectures to demonstrate teaching skills.

In addition, the applicant's success in the acquisition of supplementary research funding, international academic collaboration, academic positions of trust and other activity in the academic community, as well as experience in societal interaction are taken into account.

28 §
An assistant and associate professor is required to have a doctoral degree, strong evidence of scientific research, experience in international cooperation and excellent skills to provide high-quality research-based teaching and thesis supervision.

29 §
Senior researchers and senior lecturers are required to have a relevant doctoral degree, evidence of academic research work, the ability to provide high-quality research-based teaching and to supervise theses and dissertations, and, when important for the position, practical familiarity with the field.

The following aspects are taken into account when assessing an applicant's merits: academic work, teaching experience and pedagogical training, produced learning materials, other teaching merits and, if necessary, test lectures to demonstrate teaching skills, as well as other merits relevant to the position.

30 §
Postdoctoral researchers are required to have a relevant doctoral degree, the ability for independent scholarly work and the teaching skills required for the position.

31 §
University teachers are required to have a relevant master's degree and the teaching skills needed in the position. The following aspects are taken into account when assessing the applicant's teaching skills: experience in teaching and guidance, pedagogical training, produced learning materials, other teaching merits and, if necessary, test lectures to demonstrate teaching skills.

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32 §
Doctoral Researchers are required to have a master's degree and the right to postgraduate degree studies at the University of Jyväskylä.

33 §
In addition to the requirements listed above, all **professors**, **senior lecturers**, **senior researchers** or **university teachers** must complete studies in university pedagogy or corresponding studies within two years from the start of employment if the selected person has not completed these studies before the start of employment. The requirement is valid for employees who are hired for an indefinite period or for a fixed term of at least five years. The Rector supplies more specific instructions on the extent of studies required and their substitution with other studies. The requirement is valid for employees whose employment relationship has started on 1 August 2012 or later.

35 §
Employees who are members of the teaching and research staff must, within the limits of the job description and according to the work plan, practice and guide scientific research, monitor the development of science in the field, examine theses, teach, promote teaching, participate in the development of teaching, supervise students' studies, carry out relevant examinations, participate in the student selection process and carry out duties resulting from membership in the administrative bodies of the University and other tasks that belong to or are given to the employee.

In addition to these requirements, employees must provide required reports of their teaching, supervising, publishing and scholarly activity, as well as of conducted examinations.

Members of administrative and support staff must perform the tasks specified in their job descriptions and carry out duties resulting from membership in administrative bodies of the University and other tasks that belong to or are specifically given to the employee.

Employees must not engage in activities that compete with the University, nor can employees take on outside employment that in any way inhibits the performance of tasks defined in their employment contracts with the University. **Work outside of the University** must be reported according to the Rector's instructions.

LANGUAGE PROFICIENCY AND TEST LECTURE

According to the Government Decree on Universities (770/2009, Section 1), **university teaching and research staff** are required to master the language in which they teach, i.e. Finnish or Swedish. University may grant exemption from this requirement.

The mastery of Finnish or Swedish by the teaching and research staff with teaching duties can be verified in compliance with the Government Decree 481/2003 on demonstrated proficiency in the Swedish and Finnish languages.

If a test lecture specified in the University of Jyväskylä Regulations is required in order to demonstrate teaching skills, the required language competence may be demonstrated in the same context. If no test lecture is given, another opportunity to demonstrate language competence can be offered. In certain cases, the decision-maker may also grant exemption from the language competence requirement.

In accordance with the Rector's Decision on Personnel Matters, in assessing the merits **upon filling teaching and research positions for an indefinite period**, the ability to teach in English shall be regarded as advantageous for the applicant.

As specified in the University's language policy, teachers and researchers who teach in languages other than Finnish are required to have an advanced proficiency level in the taught language or the language used in teaching (CEFR: C1). As a general rule, foreign staff are required to have at least basic developing Finnish language skills (CEFR: A2.2) within three years of starting employment.

Other expert and support staff are required to have the English language skills necessary for their job duties.

MORE INFORMATION ABOUR UNIVERSITY STUDIES IN PEDAGOGY IN ACCORDANCE WITH SECTION 33 OF THE UNIVERSITY OF JYVÄSKYLÄ REGULATIONS

According to the University of Jyväskylä Regulations, individuals appointed to the positions of **Professor, Assistant/Associate Professor (Tenure Track), University Lecturer, University Researcher, or University Teacher** are required to complete university pedagogical studies or equivalent studies within two years of the commencement of their employment, unless they have already completed such studies at the start of their employment. This requirement applies to individuals appointed to permanent positions or fixed-term positions of at least five years in duration.

In accordance with the Rector's decision of 18 June 2025 (*University Pedagogical Studies or Equivalent Studies Required of Teaching Staff at the University of Jyväskylä*), this requirement applies to individuals whose employment began on or after 1 August 2012.

The extent of the university studies in pedagogy is 15 ECTS credits. Studies in university pedagogy are not required for those who have acquired a teacher's qualification in Finland or in another country.

University pedagogy courses offered by other Finnish universities, with a scope of at least 15 credits, as well as previous university pedagogy courses completed at the University of Jyväskylä with at least the same scope, are considered equivalent to the courses required by the regulations. In addition, other pedagogical studies may, at the discretion of the university, be recognized in part or in full if their scope and content constitute a study module comparable to JYUPeda. Recognition may be granted for studies completed no more than 10 years ago.