



Change is part of our everyday lives. Our communities and working environments take many forms as borders between sectors are fading and we face complex problems that require broad understanding of themes such as participation, communality and sustainable change. Amidst change, active individuals can create new types of communities and political activity in various parts of the society. The themes of our doctoral programme focus on private and public communities, changing work and working environments. Our programme offers to you conceptual and concrete tools for conducting research on change trends and ways of working. Welcome to join us!

Applications are invited for **two vacant junior researcher positions** at the University of Lapland, in the **doctoral programme of Communities and Changing Work**.

These two fixed-term positions will be filled from 1st January, 2019.

The positions are to be applied for a period of 1–2 years, depending on the stage of the applicant's doctoral dissertation.

The responsibilities of a junior researcher include completing a doctoral degree at the University of Lapland and participating in teaching in the related field of research. Work time used for teaching is to be max. 5 % of the total working time. The selected candidates are expected to conduct their doctoral dissertations on a full-time basis, and to participate in other activities of the graduate school in Rovaniemi.

Qualification requirements of the personnel are stipulated in the University's administrative rules of procedure (5 October 2009). The applicant is required to have a master's degree, and to be accepted to conduct doctoral studies. If the applicant does not have the right for conducting doctoral studies at the University of Lapland, the applicant must apply for the right before accepting to become the holder the position. When assessing the candidates' qualifications, the skills and motivation for conducting doctoral studies and completing a doctoral degree are taken account.

The appointee is required to master the language of teaching (government decree on universities 770/2009). The language of teaching for junior researchers in this doctoral programme is Finnish or English.

If a foreigner or a Finnish citizen who is non-native or who has not been educated in Finnish or Swedish applies for a teaching and research position, this person can be granted an exemption from the requirement concerning proficiency in Finnish and Swedish laid down in the decree. A foreigner or a non-native Finnish citizen to be selected for a teaching and research position can, when necessary, be required to learn Finnish to a reasonable degree within a certain time.



Applicants are to attach to their applications the following (in English, Finnish or Swedish):

- a research plan of the doctoral dissertation, max. 10 pages, including the schedule of implementation, following the research plan template suggested at www.ulapland.fi/applyforphd
- 1 page summary of the research plan including contact information (address, telephone number, e-mail address)
- a résumé or a CV, teaching merits can be presented along with the CV
- a list of publications
- copies of degree certificates
- copies of certificates showing language skills, if language skills are not specified in the degree certificate
- two references; the person giving the reference should assess, firstly, the researcher's ability to perform successfully in the junior researcher's position and, secondly, the quality, relevance, feasibility of the research plan
- motivation letter (1–2 A4 sheets)
- information about when the applicant would be able to begin in the post (term of notice).

The junior researchers will be employed at first for a maximum of two years; the time period of the employment contract depends on the stage of the doctoral dissertation. The research plan should clearly and convincingly explicate the topic of the research work, its scientific and societal relevance, the theoretical frame, data and methods as well as ethical issues involved. In the evaluation process, attention is paid to the quality, originality and feasibility of the research plan as well as its relevance and suitability to the aims of the doctoral programme. Furthermore, realistic planning and scheduling are taken into consideration.

The job-specific salary component for the position of junior researcher is defined according to the salary system for teaching and research staff in the salary system for Finnish universities. According to the system, the job demand level of a junior researcher is on level 2. When doctoral studies progress, the job demand level may increase to level 3-4 based on the progress with the doctoral research

In addition to the two junior researcher positions, a maximum of six status positions will also be awarded. Receiving a status position means that the applicant has demonstrated notable merits. Although status position holders do not get a salary from the University of Lapland, they can apply for funding for travel, literature and proofreading costs. Status position holders are also granted priority when registering in the programme's doctoral classes and research seminars.

Applications (in English, Finnish or Swedish) are to be addressed to the University of Lapland and delivered no later than **5 November 2018 at 1:00 pm** by email as one document in a PDF format to the address: <https://securemail.ulapland.fi> to kirjaamo@ulapland.fi or as a printed copy to the following address: University of Lapland, Registry, (Yliopistonkatu 8) PO Box 122, FI-96101 Rovaniemi, FINLAND. Application documents will not be returned. Decisions are to be expected in December 2018, and the positions will be filled from 1st January 2019.

For more information:

Website of the doctoral programme: <https://www.ulapland.fi/EN/Research/Doctoral-education/For-doctoral-candidates/Communities-and-changing-work>

Chair of the doctoral programme, Associate Professor Tanja Joona, firstname.lastname@ulapland.fi

Coordinator of the Graduate School, Jouko Nuottila, firstname.lastname@ulapland.fi