

Department of Agroecology - Crop Health - Faculty: Technical Sciences

# Tenure Track Assistant professorship or Associate Professor in weed management

The Department of Agroecology at Aarhus University, Denmark, offers an attractive position in the Crop health section focusing on sustainable weed management in arable cropping systems.

The position is offered as either a Tenure Track Assistant Professor or Associate Professor depending on the qualifications of the applicant. You must indicate in your application, if you apply for the Tenure Track Assistant Professorship, the Associate Professorship, or both. The position is a full-time position starting on 1 June 2023 or as soon as possible thereafter.

The candidate will be part of a research environment focusing on integrated pest management with reduced reliance on chemical pesticides. Besides contributing to ongoing research activities within the crop health section, you are expected to attract external funding and develop your own research portfolio on integrated weed management in primarily arable cropping systems that will support the green transition of Danish and European agricultural production. You will also be responsible for teaching, guidance, and examination of BSc and MSc degree students and supervision of Ph.D. students. As part of the department's responsibilities towards Danish authorities you will also be involved in policy support activities.

We expect that you will be an active part of the international research community on weed management and that your research is reported in high-impact scientific journals. We also expect that you will contribute positively to the social working environment in the department.

## Your profile

Your competences as Tenure Track Assistant Professor:

You have independent research-related qualifications at a high international level and you have the potential of becoming a successful research leader. Assessment of your qualifications is based on research output, including peer-reviewed publications, international research collaboration, potential to perform ground-breaking research, potential to attract external funding, communication skills, ability to collaborate and build relationships, etc. It is an advantage if you have stayed at or been employed at one or more internationally recognized research institutions. Tenure track positions are usually aimed at candidates who have not previously held an assistant professor position. In order to be assessed as qualified for a Tenure Track Assistant Professor position, you must meet the academic criteria as outlined here.

Deadline

**26 Feb 23:59 CET**

Expected start

**1 Jun**



Department of Agroecology - Crop Health  
Forsøgsvej 1  
4200 Slagelse

Full-time position

ID: 11131

Your competences as Associate Professor:

You have established yourself as a prominent researcher within your specific field of research and you possess documented solid research and teaching qualifications at a high international level. Assessment of your qualifications are based on research output, including high-level peer-reviewed publications, international research collaboration and long-term research stay(s) at another internationally acknowledged university or research institution, proven ability to attract external funding, demonstrated ability to deliver high-quality undergraduate/graduate teaching and supervision of students, good communication skills and ability to collaborate and build relationships. You must be ready to take co-responsibility for the development of the department's research and education at the highest international level and for ensuring that we maintain a good work environment. In order to be assessed as qualified for an Associate Professor position, you must meet the academic criteria as outlined here.

Besides the formal requirements for either a tenure track assistant professor or associated professor, you must:

- › Hold a Ph.D. in weed management, plant ecology or other relevant research areas
- › Present an innovative strategic research plan including ideas and preferences for your future research work. If you are selected, the research will be the basis of an application for a starting grant.

Further, we will prefer candidates with some of the following qualifications:

- › Experience in planning and conducting field experimental work
- › Experience in planning and conducting laboratory work and experiments under controlled conditions within weed management research and weed ecology
- › Insight into statistical analyses related to the research area
- › Experience with precision weed control technologies
- › Experience with modelling of crop management systems

## **Who we are**

At the Department of Agroecology, our main goal is to contribute to sustainable solutions to some of the world's biggest problems within the areas of soil, plants, animals, humans, and the environment. In the Crop Health section our research is often directed at solving practical problems but also at increasing our understanding of the underlying biological processes and we strive to make a difference by contributing to both fundamental knowledge generation and the sustainment of sustainable production systems. We offer state-of-the-art laboratory, greenhouse, semi-field, and field-scale research facilities, advanced computing capacities as well as an extensive national and international researcher network. The department consists of seven research sections with around 270 highly dedicated employees, of which approximately 50% are scientific staff. More information can be found [here](#).

## **What we offer**

- › An informal and highly professional multicultural research environment, where accountability, commitment, helpfulness, flexibility, and close collaboration is a prerequisite for solving the core tasks

- › A good social environment with activities that make it possible to interact and strengthen personal relationships, and where mutual trust, respect, kindness, and professional sparring are emphasized
- › A flexible workplace with a good work-life balance
- › An exciting and varied working environment, where two days rarely resemble each other. We are often busy, and we work creatively for solutions to societal challenges
- › Universal health insurance as a resident of Denmark, including family members officially residing in Denmark. In connection with childbirth, the right to have a total of 52 weeks shared maternal/paternal leave with full or partial salary pay
- › Five weeks paid holiday per year
- › Subsidized pre-school child care and free education from primary school up to university level

Aarhus University's ambition is to be an attractive and inspiring workplace for all and to foster a culture in which each individual has opportunities to thrive, achieve and develop. We view equality and diversity as assets, and we welcome all applicants.

## **Place of Work**

The place of work is Aarhus University, Campus Flakkebjerg. The affiliation will be with the Department of Agroecology.

More information can be obtained from Professor Per Kudsk (email: [per.kudsk@agro.au.dk](mailto:per.kudsk@agro.au.dk), phone: +45 22283382)

## **Technical Sciences Tenure Track**

Aarhus University offers talented scientists from around the world attractive career perspectives via the Technical Sciences Tenure Track Programme. Highly qualified candidates are appointed as Assistant Professors for a period of six years with the prospect of performance- based advancement to a tenured Associate Professorship.

The aim of the Technical Sciences Tenure Track Programme is to:

- › attract outstanding talented individuals that are competitive at an international level
- › to promote the early development of independent research success early in the career of scientists
- › to create transparency in the academic career path

As part of the tenure track position, the candidate is offered:

- › access to research infrastructure
- › capability development, including postgraduate teacher training
- › a mentoring programme
- › support to develop scientific networks and to secure interdisciplinary research at the highest level

As part of the Aarhus University Tenure Track Programme, the University carries out a mid-way evaluation to review the progress of the tenure track candidate after three years, according to the same criteria used in the final tenure review. The final tenure review is conducted after five and a half years. If the review is positive, the candidate will be offered a tenured position as Associate Professor at Aarhus University.

Please refer to the tenure track guidelines for the tenure review criteria and for the tenure review process.

## **Application procedure**

Shortlisting is used. This means that after the deadline for applications – and with the assistance from the assessment committee chairman, and the assessment committee if necessary, – the head of department selects the candidates to be evaluated. The selection is made on the basis of an assessment of who of the candidates are most relevant considering the requirements of the advertisement. All applicants will be notified within 6 weeks whether or not their applications have been sent to an expert assessment committee for evaluation. The selected applicants will be informed about the composition of the committee and will receive his/her assessment. Once the recruitment process is completed a final letter of rejection is sent to the deselected applicants.

## **Letter of reference**

If you want a referee to upload a letter of reference on your behalf, please state the referee's contact information when you submit your application. We strongly recommend that you make an agreement with the person in question before you enter the referee's contact information, and that you ensure that the referee has enough time to write the letter of reference before the application deadline.

Unfortunately, it is not possible to ensure that letters of reference received after the application deadline will be taken into consideration.

## **Formalities and salary range**

Technical Sciences refers to the Ministerial Order on the Appointment of Academic Staff at Danish Universities under the Danish Ministry of Science, Technology and Innovation.

The application must be in English and include a curriculum vitae, degree certificate, a complete list of publications, a statement of future research plans and information about research activities, teaching portfolio and verified information on previous teaching experience (if any). Guidelines for applicants can be found [here](#).

Appointment shall be in accordance with the collective labour agreement between the Danish Ministry of Taxation and the Danish Confederation of Professional Associations. Further information on qualification requirements and job content may be found in the Memorandum on Job Structure for Academic Staff at Danish Universities.

Salary depends on seniority as agreed between the Danish Ministry of Taxation and the Confederation of Professional Associations.

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Research activities will be evaluated in relation to actual research time. Thus, we encourage applicants to specify periods of leave without research activities, in order to be able to subtract these periods from the span of the scientific career during the evaluation of scientific productivity.

Aarhus University offers a broad variety of services for international researchers and accompanying families, including

relocation service and career counselling to expat partners. Read more here. Please find more information about entering and working in Denmark here.

*The application must be submitted via Aarhus University's recruitment system, which can be accessed under the job advertisement on Aarhus University's website.*

Questions about the position?

**Per Kudsk**

Professor, Department of  
Agroecology - Crop Health

+4522283382

per.kudsk@agro.au.dk



Questions about application and  
proces?

**Nat-Tech Administrative Centre - HR Department**

+4593522614

nat-tech.HR.team2@au.dk