

**Description of the appointment process of a tenure track position:
assistant/associate/full professor**

Sustainable logistics in industrial management

Location: School of Engineering Sciences,
Department of Industrial Engineering and Management, Kouvola unit

The rector has approved the description and initiated the appointment process on 29 January 2025

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Applied statutes

Universities Act (558/2009)
Government decree on universities (770/2009)

Regulations of LUT University (8 December 2022, amended 17 June 2024)
Academic career tracks of the Lappeenranta-Lahti University of Technology LUT (16 January 2025)

Additional information

Further information on the duties of the professor is provided Marko Torkkeli, tel. +358 40 7611223, marko.torkkeli@lut.fi.

1 Background

LUT University is a challenger university conducting high-quality research that is relevant to society and industries. As a compact, agile, and highly focused university, together with its partners, LUT contributes to an economically, ecologically, and socially sustainable society in its focus areas.

Clean energy, water and air are life-giving resources for which we at LUT University seek new solutions with our expertise in technology, business, and social sciences. We help society and businesses in their sustainable renewal.

LUT University was established in 1969. Our entrepreneurially thinking scientific and international community comprises approximately 6600 students and 1250 experts engaged in scientific research and academic education. There are 98 nationalities present on our modern campuses in Lappeenranta and Lahti.

In our schools – the LUT School of Energy Systems, the LUT School of Engineering Sciences and LUT Business School – we conduct research and provide education that are internationally recognised and relevant to both society and business.

LUT School of Engineering Sciences (LENS)

Our mission is to train problem-solvers in engineering and contribute to a wider understanding of our world through research in technology and social and communication sciences. Our research and education are characterised by an entrepreneurial, global, and sustainable mindset. The LUT School of Engineering Sciences serves industry and society with its international expertise in separation and process technologies, computer vision and pattern recognition, applied mathematics and physics, industrial engineering and management, software engineering, and social sciences. Our strength lies in our close collaboration with companies, combined with strong theoretical and methodological expertise.

Our unit pursues a sustainable future in a world where climate change, diminishing natural resources, the availability of clean water, use of materials, and environmental issues pose significant challenges. By specialising in our strengths, we create sustainable technologies and business for the future.

<https://www.lut.fi/en/about-lut/faculties/lut-school-engineering-sciences/industrial-engineering-and-management>

2 Vacant professorship

The professorship of sustainable logistics in industrial management is located at the Department of Industrial Engineering and Management of the LUT School of Engineering Sciences. Industrial Engineering and Management (IEM) is an integrative, solution-oriented discipline that addresses organisations and their networks as technological, economic, and social systems with the objective to enable innovations, create value, and advance businesses towards high efficiency, profitability, and sustainability. The department's research focuses specifically on innovation and technology management, logistics and supply chains, operations management, cost and performance management, entrepreneurship, and systems engineering. The Department of Industrial Engineering and Management is a strong research unit of 13 full professors and altogether 110 research and teaching personnel. It operates on

the Lappeenranta and Lahti campuses and in the Kouvola regional unit. The vacant professorship will be located in Kouvola.

The professorship will reinforce the IEM's logistics and innovation research and education. The person appointed to the position must present strong research merits in sustainable logistics in industrial management. Applicants must have proven expertise in at least one of the following fields:

- Logistics management and services, transportation systems
- Supply chain management, sustainability in logistics
- Risk management in supply chains and value networks
- Artificial intelligence in logistic applications of industrial management

The person appointed to the professorship should present proof of successful project work, funding acquisition, and/or research collaboration with the public and private sectors. Experience in sustainable logistics business environments is considered an advantage. The duties include education at the master's level in the key areas of industrial engineering and management, especially in the Master's Programme in Innovation and Logistics organised in Kouvola.

Success in teaching activities requires good theoretical and practical knowledge in the above-mentioned areas of expertise. Experience in using and teaching the use of different types of simulation tools and artificial intelligence is considered an advantage. Experience in curriculum development work and utilising modern teaching environments in the field of industrial engineering and management is also an asset. The applicant should also present evidence of experience in practical applications in sustainable logistics.

The duties related to the field of the professorship include the following:

- international high-impact research
- acquisition of external research funding and preparation of research projects
- active collaboration with industry and business
- networking and cooperation with international universities and research institutes
- planning and implementation of master's and doctoral education
- supervision of master's theses and doctoral studies
- general administrative work related to the operation of the university

The position is situated at the assistant/associate/full professor levels of the tenure track and will be filled through an open application process for a fixed term of four years (assistant/associate professor) or permanently (full professor). The work will start with a six-month trial period in LUT's Kouvola unit.

More information on the LUT tenure track system:

<https://www.lut.fi/en/research/research-career-lut/tenure-track>

3 Qualifications

According to the administrative regulations of LUT University, adopted on 20 December 2022 and amended 5 April 2024, an assistant/associate/full professor is required to have a doctorate, high-level scientific qualifications, experience in heading scientific research, the ability to acquire funding, the ability to provide high-level instruction based on research, the ability to supervise final theses, proof of international cooperation in the field of research in

question, and when relevant to the duties of the position, practical experience in the field of the professorship.

Practical experience in the field is not a requirement in this position, but strong evidence of industrial research and development projects is considered an advantage.

The applicant must have research and teaching merits, proof of effective research and the acquisition of external research funding, and international experience. The appointed applicant will be the immediate supervisor of a research group and may need to perform other demanding management duties assigned by the university. Therefore, related skills will be taken into consideration in the appointment, and attention will be paid to the applicant's merits as defined in LUT's tenure track system (Annex).

Under the universities decree (770/2009), persons in teaching and research positions at universities are required to master the language, Finnish or Swedish, in which they teach. According to the university regulations, section 28, foreign or naturalised Finnish citizens may be appointed to a teaching or research position regardless of not having demonstrated skills in Finnish and/or Swedish. Applicants for professorships may demonstrate their language skills with a language certificate accepted by the academic council and/or in an interview.

According to the university regulations, section 28, professors are required to have the language skills needed for the successful completion of their duties.

In this position, spoken and written fluency in English is required. The applicant must also be prepared to acquire Finnish skills sufficient for carrying out the duties within a reasonable amount of time. The required language skill level is defined by the professor's supervisor together with the person appointed to the professorship.

4 Applying for the position

Application

The application must specify the tenure track level applied to. The deadline for applications is indicated in the vacancy announcement. The application and material for expert assessors should primarily be submitted through the online recruitment system mentioned in the vacancy announcement or emailed to the university (recruitment@lut.fi).

All application documents must be in English and in PDF format.

The application must include all the following documents.

- a curriculum vitae (max. 10 pages)
- a copy of the applicant's doctoral diploma
- a full list of publications, including the total number of publications in the Scopus database, the total number of citations, the h-index and Scopus ID, and equivalent information from the applicant's Google Scholar profile
- a separate list of the publications submitted for expert evaluation
- publications for evaluation by experts (max. 10)
- a teaching portfolio or an equivalent account of the applicant's teaching qualifications
- an account of the applicant's merits and activities of significance to the vacancy (max. 3 pages)

- an account of the applicant's vision on the development of education, research, and projects in the field of the professorship at LUT University (max. 3 pages)

Contact information

Applicants must give the university an email address at which they can be reached. Applicants who do not wish to be contacted by email must give a postal address at which they can be reached during the appointment process. The university prefers email.

5 Expert evaluators

Selection of experts

The experts must be impartial. Before the selection of expert evaluators, the applicants must be provided the possibility to comment on their possible disqualification.

Based on the proposal of the selection committee, the dean invites at least three internationally recognised experts to submit a statement on the qualification of the applicants. The university's staff members may not be invited as expert evaluators. To the extent possible, the experts should be chosen with the applicants' fields of specialisation in mind and with a view to impartiality.

Sections 27–29 of the Administrative Procedure Act (434/2003) apply to the disqualification of an expert evaluator.

Applications forwarded to expert evaluators

The selection committee may limit the number of applications forwarded to expert evaluators if there are four applicants or more. At least three applications must be forwarded to the experts. The applications may be limited to the most suitable candidates for the position in the view of the person making the decision. The selection committee must state the grounds for its decision. The applicants will be informed if any applications are excluded from the evaluation.

Expert statements

The expert evaluators must give their statements in writing within two months. More specific dates will be sent to the evaluators along with instructions. In their statement, the experts must evaluate especially the scientific qualification of the applicant, and if possible, also other merits related to the professorship, and rank the applicants in order of preference.

Expert evaluators may not take part in the appointment process at a later stage.

The statement must be submitted to the university (separate instructions issued) by the deadline.

6 Interview and trial lecture

Applicants deemed qualified for the position by the experts will be invited to an interview. The selection committee may ask the applicants to give a public trial lecture.

7 Appointment

The tenure track committee makes a proposal to the dean concerning the appointment. The dean then makes a proposal to the rector on filling the position or leaving it vacant. The proposal shall be based on the merits presented by the applicants, expert statements, possible trial lectures and other related matters.

The evaluation of the applicant's qualifications takes into account scientific publications and other research results with scientific value, pedagogical expertise, teaching experience, teaching-related merits, a trial lecture if needed, the number of supervised dissertations, and management and leadership skills. In addition, the applicant's activity in the scientific community, success in raising research funding, scientific work abroad and international positions of trust are considered.

The rector decides either to appoint an applicant or to leave the position vacant.

The appointment proposal may be made or let lapse even if all of the experts have not submitted their statements, provided that the time limit for the statements has expired, at least three experts have submitted their statements, and the impartial treatment of the applicants is not compromised by doing so.

After the rector has made the appointment decision, an employment contract is concluded with the appointed person. If no employment contract is concluded, the rector may, based on the proposal by the dean, make a new decision and appoint another applicant. The rector may also leave the position vacant. When the employment contract is concluded with the person appointed, the final decision is made known to all applicants.

Tenure track appointment criteria

All the positions below require a doctorate in an applicable field, a research field that fits the LUT strategy (see LUT Strategy 2030), a goal-oriented plan for the position in question, teaching experience and an up-to-date account of teaching merits (teaching portfolio).

In 2022, LUT joined the international Agreement on Reforming Research Assessment, which emphasises qualitative assessment in appointments to specialist positions and in promotions. This is highlighted especially in the evaluation of peer-reviewed scientific publications. We require high-level publications. The quality of publications is evaluated based on their content, such as novelty and impact. High-level publications have also passed a high-level peer review, where only the best manuscripts are accepted for publication. In the tenure track criteria below, we apply the classification of the Finnish Publication Forum (JUFO) as a guiding indicator of high-level publications (ratings 2 and 3), but applicants always select their best publications for a qualitative evaluation by experts.

In international recruitments, the evaluation must take into account that applicants from outside of Finland and Europe may not have been involved in Finnish or European research projects. Such applicants are evaluated in terms of their success in acquiring competitive funding through their own national channels or through international ones. Different career paths are also taken into consideration especially when practical experience is required. Only in promotion and tenure reviews can the same criteria be applied to international and Finnish persons.

The following qualifications are to be considered in the recruitment of researchers for different levels:

Assistant professor:

- peer-reviewed scientific publications
- contacts with the international scientific community in the field
- the ability to take part in applying for external funding in the research group and for fellowships of the Research Council of Finland
- the ability to participate in teaching and final thesis supervision

Associate professor:

- Successful publication history after the doctoral defence, target of three publications a year with a national Publication Forum rating.
- Proof of participation in international cooperation.
- Successful acquisition of external funding and acting as, e.g., a project manager in externally funded projects.
- Applying for post-doctoral researcher posts of the Research Council of Finland.
- Participation in the supervision of doctoral students.
- Participation in the commercialisation of research results.
- Participation in teaching, the development of teaching and the supervision of final theses.

Full professor:

- Proof of the successful performance of duties
 1. Scientific research
 - publications: target of three publications a year with a national Publication Forum rating; emphasis on recent years' publications
 - supervised dissertations: approx. one doctorate a year
 - other scientific publications, such as books and chapters
 - citations
 - important keynote/plenary presentations and scientific awards
 - editorial work in scientific journals
 2. Academic teaching experience
 - high-quality education proven in different ways; e.g., feedback received
 - up-to-date teaching portfolio
 - development of teaching modules
 - supervision of final theses
 3. Academic leadership
 - establishing and heading a research group
 - leadership experience and proof of leadership and interpersonal skills
 - other leadership experience and feedback received
 4. Acquisition of external funding
 - EU, ERC, Research Council of Finland, and Business Finland
 5. Work in the scientific community
 - international scientific societies and expert advisory duties
 - duties influencing the scientific community
 6. Societal impact
 - visibility in societal dialogue
 - corporate funding and external funding not referred to in point 4 above
 - professional experience beyond universities
 - innovations, patents, collaboration with companies (e.g., board memberships)
 - activity in the university's stakeholder groups