

Recruitment policy for academic positions

The university of Bergen's greatest strength is the people who, through work and studies, contribute to knowledge that shapes society.

For the University of Bergen to achieve its goal of being among Europe's leading universities, internationally recognized for its high quality in research and education, we must recruit capable and motivated employees.

UiB has several strategies to attract the best candidates for scientific positions. Here are some of the key measures:

Action Plan for Diversity, Inclusion, and Equality: UiB actively promotes diversity, inclusion, and gender balance in its scientific positions. This is part of the overall strategy to create an inclusive and attractive work environment.

UiB FRAM Project: This project aims to provide the institution with more knowledge on how researchers and research environments can be strengthened. The project focuses on developing more excellent research environments and improving the quality across UiB's academic fields.

Recruitment and Career Development: UiB emphasizes having robust processes for new recruitment and career development to attract and retain the best candidates. This also includes strategies to increase competitiveness in recruitment processes.

Regulations

All recruitment at the University of Bergen takes place according to the frameworks laid down in the [Act relating to Universities and University Colleges \(Norwegian\)](#), with associated [Regulations for the Act relating to University colleges \(Norwegian\)](#).

In addition, the University of Bergen has prepared its own guidelines and rules for employment. In this context, [Regulations for Appointments to Teaching and Research Positions, Recruitment Positions, and Fixed-term Leadership Positions \(Norwegian\)](#) are particularly relevant.

This document does not aim to change the rules adopted for employment in academic positions. The purpose of the document is to describe the University of Bergen's overall policy for recruitment to academic positions.

Guiding principles

UiB works to ensure a practice of recruitment characterized by quality, long-term perspectives, equality, and diversity.

High Quality: Ensure that UiB recruits highly qualified and motivated employees to maintain and strengthen the university's position as a leading research and educational institution.

Long-term Perspective: Promote a recruitment practice characterized by long-term perspectives and sustainability.

Equality and Diversity: Systematically work to achieve gender balance and diversity in all job categories.

Principles of Recruitment Work

Qualification Principle: The qualification principle serves as the foundation for hiring in scientific positions. This principle means that the most qualified applicant is appointed based on a comprehensive assessment of the following criteria:

Education: The academic background and degrees obtained by the applicants are carefully evaluated.

Experience: Relevant work experience, including previous research projects and teaching experience, is considered.

Personal Suitability: Applicants' motivation, teamwork abilities, and other personal qualities relevant to the position are assessed.

Scientific Production: Publications and other scientific contributions are reviewed to ensure the applicant has achieved a high academic level.

Pedagogical Competence: For positions that include teaching, the applicants' teaching skills and experience are evaluated.

These criteria ensure that UiB hires the most qualified candidates who can contribute to the university's research and educational environment.

Salary Policy

UiB emphasizes offering competitive salary conditions that reflect the position's requirements for qualifications and experience. Salary determination is in accordance with current agreements and guidelines, and there are also opportunities for salary negotiations upon hiring and during annual salary reviews.

The University of Bergen has established several goals for recruiting to academic positions to ensure it attracts and retains top talent. Here are some of the key goals:

Goal 1: Strategic Use of Recruitment

- **Management Responsibility:** Ensure good recruitment processes to appoint the best-qualified employees.
- **Clarify Quality and Internationalization:** Define what top quality and international perspectives mean for UiB, considering its diverse nature and social mission.
- **Educational Perspective:** Highlight candidates' contributions to the development of education quality.
- **Promote Gender Balance and Diversity:** Facilitate good gender balance and minority recruitment, including top academic positions.
- **Address Recruitment Challenges:** Analyse specific recruitment challenges and assess targeted measures to address them.
- **Long-term Staffing Planning:** Utilize opportunities from retirement attrition for strategic staffing planning to improve gender balance.
- **Share Best Practices:** Establish arenas for sharing experiences and developing best practices.

Goal 2: Attract and Recruit the Best Qualified Academic Staff

- **Attractive Workplace:** Conduct targeted national and international recruitment to make UiB an attractive workplace.
- **Competitive Conditions:** Offer competitive conditions and clearly communicate these to the candidates.
- **Comprehensive Career Policy:** Provide clear career paths and a comprehensive career policy.
- **Top Researcher Recruitment:** In special cases, issue calls to recruit top researchers, with attention to gender balance over time.
- **Support Strategic Recruitment:** Use entry-level positions to support strategic recruitment objectives.
- **Interdisciplinary Recruitment:** Facilitate increased use of shared positions and recruitment across disciplines.
- **Clarify Competence Requirements:** Improve job announcements to make positions attractive to candidates by clarifying competence requirements.

Goal 3: Competitive and Professional Recruiting Process

- **Efficient Recruitment Processes:** Reduce the time spent on recruitment by setting targets for efficiency and following up on deadlines.
- **Improve Recruitment Process:** Identify and address cross-area barriers to improve the recruitment process.
- **Use Search Committees:** Actively use search committees to increase the supply of top-quality candidates, gender balance, and diversity.
- **Clarify Responsibilities:** Assess the division of labour in the recruitment process to clarify responsibilities and increase quality.
- **Increase Recruitment Competence:** Enhance the recruitment competence of managers and support systems to ensure efficient and satisfactory assessment of candidates.
- **Targeted Reception Services:** Offer international academic employees targeted reception services through joint and coordinated central services.

These goals aim to ensure that UiB remains a leading institution by attracting and retaining highly qualified and motivated academic staff.