

# Competence profiles for research at the IT University of Copenhagen

Area	Assistant professor	Associate professor	Professor
Research	Assistant professors show intellectual originality, develop their research profile and produce valuable contributions to research-based knowledge.	Associate professors show intellectual originality, scientific independence, have a clear research profile and produce valuable contributions to research-based knowledge within a particular discipline or interdisciplinary area.	Professors are internationally recognized researchers within their areas, and are able to collaborate across disciplines. Their research is influential and contributes to the development of their own areas, as well as more broadly.
	<p><b>For employment as assistant professor ITU expects:</b></p> <p>A plan for own research that shows development potential.</p> <p>Peer-reviewed publications in recognized conferences, journals, books or anthologies</p> <p>Participation in scientific seminars and conferences</p>	<p><b>For employment as associate professor ITU expects:</b></p> <p>An internationally recognized research profile</p> <p>A vision and strategy for the research area</p> <p>Independent contributions to the research community through peer-reviewed publications in recognized conferences, journals, books or anthologies</p> <p>Demonstrable research impact</p> <p>Participation in national and international scientific seminars, conferences and networks</p>	<p><b>For employment as professor ITU expects:</b></p> <p>An excellent research profile with internationally leading expertise in the research area</p> <p>A vision and strategy for the research area as well as the relation to other research areas</p> <p>Significant influence on the research area through many peer-reviewed publications across the research area's recognized conferences, journals, books or anthologies</p> <p>Significant research impact, for instance many citations in recognized conferences, journals, books or anthologies</p> <p>Participation in and initiation of national and international scientific seminars, conferences and networks, and with invitations to present own research</p>
Education	See ITU's criteria for educational competence, 2021	See ITU's criteria for educational competence, 2021	See ITU's criteria for educational competence, 2021
Societal impact	Assistant professors are able to place their research in a societal perspective.	Associate professors interact with external collaborators, disseminate their research, and create knowledge that advances societal development.	Professors interact with external collaborators and seek to develop new collaborations, and disseminate and create knowledge that considerably advances societal development, in part by contributing to the public debate within their research area.
	<p><b>For employment as assistant professor ITU expects:</b></p> <p>Ability to position research and education in a societal perspective</p> <p>Appreciation of popular dissemination of research</p> <p>Interest in collaboration with external partners</p>	<p><b>For employment as associate professor ITU expects:</b></p> <p>Experience with communicating research to relevant actors and stakeholders, including communicating own research to students</p> <p>Contributions to popular dissemination of research</p> <p>Collaboration with external private, public organizations or other stakeholders</p>	<p><b>For employment as professor ITU expects:</b></p> <p>Experience with communicating research to relevant actors and stakeholders, including communicating own research to students</p> <p>Frequent contributions to popular dissemination of research</p> <p>Strategic collaboration with external private or public organizations, and a considerable network of external stakeholders</p>
Organizational contributions	Assistant professors contribute to a productive and engaging scientific environment.	Associate professors are co-creators of a productive and engaging scientific environment and members of formal organizational forums, working groups and assessment committees.	Professors assume responsibility for the creation of a productive and engaging scientific environment, are members of assessment committees as well as other committees internal to ITU, and contribute to strengthening ITU's external renown.
	<p><b>For employment as assistant professor ITU expects:</b></p> <p>Interest in contributing to the university's formal forums and working groups</p> <p>Collegiality and willingness to collaborate and build relationships</p> <p>Orientation and willingness towards interdisciplinary collaboration</p>	<p><b>For employment as associate professor ITU expects:</b></p> <p>Commitment to contributing to the university's formal forums, working groups and assessment committees</p> <p>Collegiality and willingness to collaborate, and contribute within relation-building and conflict resolution</p> <p>Participation in interdisciplinary collaboration</p>	<p><b>For employment as professor ITU expects:</b></p> <p>Membership of the university's formal forums, working groups and assessment committees</p> <p>Collegiality and willingness to collaborate, and well-developed competences within relation-building and conflict resolution</p> <p>Development and management of interdisciplinary collaboration</p>
External grants	Assistant professors participate in grant applications.	Associate professors have a leading role in grant applications and research projects.	Professors initiate grant applications, acquire external grants, and lead externally funded projects.
	<p><b>For employment as assistant professor ITU expects:</b></p> <p>Interest in participating in grant applications</p>	<p><b>For employment as associate professor ITU expects:</b></p> <p>Experience with participating in grant applications</p>	<p><b>For employment as professor ITU expects:</b></p> <p>Experience with applying for, acquiring, and leading externally funded research projects</p>
Leadership and initiative	Assistant professors can manage themselves, and manage own research activities.	Associate professors act as independent research leaders, including a focus on developing junior researchers.	Professors develop their research areas in synergy with other research areas and exhibit academic leadership, including engaging junior researchers and help them develop an independent profile, and supporting them in applying for research grants.
	<p><b>For employment as assistant professor ITU expects:</b></p> <p>Ability to manage smaller research projects</p> <p>Contributions to collaboration, equity, diversity and a thriving work environment</p>	<p><b>For employment as associate professor ITU expects:</b></p> <p>Interest in developing own academic leadership competences</p> <p>Interest in academic leadership in research</p> <p>Contributions to collaboration, equity, diversity and a thriving work environment</p>	<p><b>For employment as professor ITU expects:</b></p> <p>Experience with developing own academic leadership competences</p> <p>Experience with academic leadership within research including establishing and leading own research group, and interest in management of major research consortiums</p> <p>Responsibility for and contributions to collaboration, equity, diversity and a thriving work environment</p>