CALL FOR PROPOSALS

Recruitments 19

The Knowledge Foundation invites Sweden’s university colleges and new universities to join with the business sector in applying for financing for recruitments.

With this type of grant, the Foundation co-finances strategic positions at Sweden’s university colleges and new universities. Recruitments in the form of fellowships may also be in business. The programme consists of five subcomponents aimed at recruitment for:

- Fellowships – professor/senior lecturer level
  - Fellow with academic placement
  - Fellow with business placement
- Associate senior lecturer
- Senior lecturer
- Professor
- International visiting professor

If you have questions, please contact:

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We require your application no later than 3 p.m. (15:00) on 25 September 2019

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About the Knowledge Foundation

The Knowledge Foundation finances research and competence development at Sweden’s university colleges and new universities with the purpose of strengthening Sweden’s competitiveness. We provide funding when activities are conducted in collaboration between academic staff and business sector partners. The aim is to build strong and profiled knowledge environments that co-produce research and education with the business sector.

The Knowledge Foundation will therefore also evaluate whether project proposals will contribute to the establishment of such integrated research and education environments.

Programme background

The Knowledge Foundation’s mission includes promoting the development of distinctive research and education environments at Sweden’s new universities. As part of this, the Foundation encourages the new universities to enhance their long-term strategies for recruitment of research and teaching staff. For business-oriented academic environments, the opportunities for researchers and teachers to work within the business community are also of great value.

Mobility contributes to a influx of new methods, ideas, and perspectives. This enhances the scientific/artistic quality as well as the benefits from research and education for the business sector. Towards this end, the Foundation focuses on the following types of employment positions: associate senior lecturer, senior lecturer and professor as well as fellowships – professor/senior lecturer level – with placement in the academy or business. The positions can directly strengthen capacity at the senior level but also be used for recruiting junior researchers to secure the long-term development of the academic environment and strengthened collaboration with companies. In addition, the Knowledge Foundations calls for proposals for recruiting international visiting professors.

1 Blekinge Institute of Technology, Swedish Defence University, The Swedish School of Sport and Health Sciences GiH, Dalarna University, University of Borås, University of Gävle, University of Halmstad, Jönköping University, Kristianstad University, University of Skövde, University West, Karlstads University, Konstfack University College of Arts, Crafts and Design, Linnaeus University, Malmö University, Mid Sweden University, Mälardalen University, Royal Institute of Art, Royal College of Music, Stockholm University of the Arts, Södertörn University and Örebro University.

Knowledge Foundation
Purpose and objective of the programme

Creating strong and dynamic research and education environments requires a continual influx of research and teaching staff. This is why the programme aims to facilitate recruitments. The programme supports the initial phase of new recruitments with the purpose that they should lead to long-term valuable resources for the university. With our support to these recruitments the Knowledge Foundation wants to encourage universities to build integrated environments with a balance between different employment positions and where research and education is well integrated as well as strengthened collaboration with companies.

The objective of fellowships in academy or business, is to give universities access to important experience concerning specific questions that companies address, how research findings are used in practice or to contributions to improvement of education relevant to the business sector. The programme also creates opportunities for business partners to informally access all knowledge sources and networks of the host institution. Further, the programme provides opportunities for people in the business sector to acquire additional academic qualifications.

The overarching objective supporting recruitments of associate senior lecturer, senior lecturer and professor is to develop the long-term capacity for research and education at Sweden’s new universities in co-production with the business sector. The objective is also to contribute to renewal of research and education.

The objective to recruit an international visiting professor is to facilitate greater international collaboration. An international visiting professor provides an opportunity for the university to build a strategic collaboration with the visiting professors’ home university.

Who may apply?

Sweden’s new universities may apply. The person responsible for the academic environment should be the project manager, i.e. head of department or research leader. The person with overall responsibilities for ensuring proper conditions for implementing and monitoring the project should the project owner, head of department or equivalent.
Programme design

The programme has five subcomponents:

- Fellowships – professor/senior lecturer level
  - Fellow with academic placement
  - Fellow with business placement
- Associate senior lecturer
- Senior lecturer
- Professor
- International visiting professor

Fellowships

The Knowledge Foundation is calling for proposals to finance fellowships/appointments in academy – professors/senior lecturers level – from the business sector. Employment may range from 20 % to 50 % for a period of 1 to 3 years. During the time that the fellow works at the university, the university will provide co-financing of at least 10 %.

Similarly, funding for fellowship/appointments – professor / senior lecturer level – in business from the institution between 20 and 50% is announced for a period of one to three years. Of the time the person is working at the company, co-financing must be made by the company by at least 10%.

Individuals who may be considered for a fellowship/appointment in academy must meet the requirements of the university’s employment guidelines. The employment guidelines for this type of recruitment can vary. Here, the primary rule is that the position should go to an individual employed in the business sector who holds a doctorate, and this is the type of fellowship that the guidelines should support. The recruitment procedure must also follow the employment guidelines of the applicant university. If, under the university’s employment guidelines, expert review is required for a fellowship/appointment the review can be performed after the Knowledge Foundation has rendered a positive decision. The Knowledge Foundation’s decision is then conditional, and if the plan presented in the application is not followed, the Knowledge Foundation may withdraw its planned funding. The current person must be stated in the application and the CV must be attached.

For fellowships in business, only professors and senior lecturer at the applicant university can be considered. The current person must be stated in the application and the CV must be attached.
In order for the adjunct employment to become the strategic resource for which the program is aimed, the person must come from or be recruited to a business partner who is, or is intended to be, a long-term partner to the university's environment. This ambition means that small consulting companies are not relevant as business partners in this program. One-man companies are disqualified on formal grounds. The position of the business person in the business sector as well as the professor's / lecturer's activities at the university also plays a role in assessing how the fellowship can be expected to contribute to development at the institution and the company.

Relative to the percentage of employment financed by the Knowledge Foundation, the fellow in academy must work within one or more of the following areas at the university:

- **Research**: Conduct research, for example participate in joint applications, develop project proposals, supervise doctoral students, etc.
- **Education**: Engage in education in second-cycle courses, for example contribute with a business perspective in teaching, participate in course and programme development or initiate business-related projects for second-cycle degree.
- **Management**: Participate in the management of the university for example by contributing to strategic development.

Relative to the percentage of employment funded by the Knowledge Foundation the fellow in business shall conduct activities in one of the following areas in the company:

- Research or research-related development of e.g. products, processes or services including initiatives for competence development / supply of skills, which can be related to education at the master level or higher.

**Associate senior lecturer, senior lecturer and professor**

The university applies for funding to co-finance an employment position at the university. The position should after being granted funding be publically announced. The individual who is to be recruited is not identified at the time of application, except when using the summoning procedure.

Fellows must be employed as associate senior lecturer, senior lecturer or professor corresponding to the qualifications in the higher education ordinance and in the employment guidelines of the applicant university. In certain cases, so-called summoning procedure may be used to recruit
professors. In such cases this must be clearly described in the application. The recruitment procedure must also follow the employment guidelines of the applicant university.

The Fellow must be employed full time by the university and a plan for what tasks that will be included in the position must be presented in the application. When applicable the university shall assume full responsibility for financing when funding from the Knowledge Foundation ceases.

**International visiting professor**

The university applies for funding to recruit a new already identified visiting professor. By recruiting a new person we want to stress that the programme aims to stimulate new international contacts and networks. The visiting professor can be employed or appointed at the university.

Employment or appointment of international visiting professors must correspond to the qualifications laid out in the employment guidelines of the applicant university. Only professors whose primary work is normally located in another country are accepted as international visiting professors within this programme. The recruitment procedure must also follow the employment guidelines of the applicant university. If, under the university’s employment guidelines, expert review is required for a fellowship/appointment as international visiting professor the review can be performed after the Knowledge Foundation has rendered a positive decision. Hence, the Knowledge Foundation’s decision is conditional, and if the plan presented in the application is not followed, the Knowledge Foundation may withdraw its planned funding.

For the visiting professor to be regarded as the strategic resource that the programme aims to support, it is necessary that the person’s merits are strong enough to be able to contribute with added value to the academic environment. This added value should lead to further positioning of the education and research environment.

A specific plan must outline the visiting professor’s activities during her/his stay at the host institution, clearly describing the research questions and implementation of activities where both the university and the business partners contribute. The plan must also describe the expected benefits for both the university and the business sector. Considering the relatively short period of financing we encourage to plan for additional collaboration during the stay of the visiting professor, to facilitate a long-term collaboration. The recruitment of this individual must be put in a larger context. The
international visiting professors should be part of a long-term strategy, for example to build up a collaboration with the professor’s home university.
## Terms of employment

<table>
<thead>
<tr>
<th>Programme</th>
<th>Form of employment</th>
<th>Time</th>
<th>Level of employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fellow in academy</td>
<td>The position must correspond to the qualifications in the higher education ordinance as well as to the employment guidelines of the applicant university regarding “adjungerad” professor /senior lecturer.</td>
<td>1-3 years</td>
<td>20-50%</td>
</tr>
<tr>
<td>Fellow in business</td>
<td>Fellows must be employed / appointed in the company. Only professors and senior lecturer at the applicant university can be considered.</td>
<td>1-3 years</td>
<td>20-50%</td>
</tr>
<tr>
<td>Associate senior lecturer</td>
<td>Fellows must be employed as Associate senior lecturer. The position must correspond to the qualifications in the higher education ordinance, Chapter 4, Section 12 a &amp; b. The position must be addressed in the employment guidelines of the applicant university.</td>
<td>2-4 years</td>
<td>100%</td>
</tr>
<tr>
<td>Senior lecturer</td>
<td>Fellows must be employed as senior lecturer. The position must correspond to the qualifications in the higher education ordinance as well as to the employment guidelines of the applicant university.</td>
<td>2-4 years</td>
<td>100%</td>
</tr>
<tr>
<td>Professor</td>
<td>Fellows must be employed as professors <em>(professor)</em>. The position must correspond to the qualifications in the higher education ordinance as well as to the employment guidelines of the applicant university.</td>
<td>2-4 years</td>
<td>100%</td>
</tr>
<tr>
<td>International visiting professor</td>
<td>Fellows must be employed as visiting professors <em>(gästprofessor</em> or equivalent) corresponding to the qualifications in the higher education ordinance as well as to the employment guidelines of the applicant university.</td>
<td>3-12 months</td>
<td>25%-100%</td>
</tr>
</tbody>
</table>
How should the funds be used?

Financing from the Knowledge Foundation should be used to cover actual salary and premises costs for the recruited person. Not exceeding the maximum amount of financing from the Knowledge Foundation, other costs up to SEK 100,000 per full-time position can also be covered by the foundation. These other costs can be used for e.g. traveling, material, equipment or communication.

The positions should be financed accordingly:
<table>
<thead>
<tr>
<th>Position</th>
<th>Principle</th>
<th>Financing from the KKS*</th>
<th>Financing from business partner/s</th>
<th>Financing from university</th>
<th>Maximum financing from KKS/year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fellowship in academy</td>
<td>KKS finances 90% and the university the rest.</td>
<td>90%</td>
<td></td>
<td>10%</td>
<td>SEK 800,000</td>
</tr>
<tr>
<td>Fellowship in business</td>
<td>KKS finances 90% and the company the rest.</td>
<td>90%</td>
<td></td>
<td>10%</td>
<td>SEK 800,000</td>
</tr>
<tr>
<td>Associate senior lecturer</td>
<td>KKS finances half the costs, the second half by business sector (cash) and university.</td>
<td>50%</td>
<td>0-50%</td>
<td>0-50%</td>
<td>SEK 600,000</td>
</tr>
<tr>
<td>Senior lecturer</td>
<td>KKS finances half the costs, the second half by business sector (cash) and university.</td>
<td>50%</td>
<td>0-50%</td>
<td>0-50%</td>
<td>SEK 700,000</td>
</tr>
<tr>
<td>Professor</td>
<td>KKS finances half the costs, the second half by business sector (cash).</td>
<td>50%</td>
<td>50%</td>
<td></td>
<td>SEK 800,000</td>
</tr>
<tr>
<td>International visiting professor</td>
<td>KKS finances 90% and the university the rest.</td>
<td>90%</td>
<td></td>
<td>10%</td>
<td>SEK 1,200,000 if 1 year fulltime</td>
</tr>
</tbody>
</table>

* The Knowledge Foundation
Funds from the Knowledge Foundation may be used only to employ/appoint fellows at Sweden’s new universities or recruit professors / senior lecturer from these universities to companies. As regards fellowships/appointments of international visiting professors, the funds may also be used to reimburse the foreign universities for the time that the visiting professor is engaged at the host university.

Funds from the Knowledge Foundation can only cover research and/or teaching at advanced level or research/research-related development including initiatives for competence development at companies. Teaching at the undergraduate level can be included in tasks but this activity cannot be funded with Knowledge Foundation funds.

Costs earned before the approval of an application can not be included.

Budgeting of funds must comply with the instructions presented in the document Godkända kostnader see www.kks.se.

The application should not include the amount added for overhead (OH). This will be calculated and included in the proposed contract if the Knowledge Foundation approves the application for funds.

University involvement

Regarding associate senior lecturer and senior lecturer, the university can co-finance the costs between 0-50% and regarding international visiting professor 10% must be financed by the university.

The university must for all positions provide potential related costs that exceeds SEK 100,000. The university must also provide organisational support so that the position can contribute to a positive development. This means the university must place the position within a prioritized area. The university must also present an ambition and a plan for the project to contribute to the development of the academic environment.

Business sector involvement

Regarding associate senior lecturer and senior lecturer, the business partners can co-finance the costs between 0-50% and regarding professor the business partners must co-finance 50%. Regarding fellowship in business the company must co-finance 10%.

A presumption when applying for financing in this programme is that the recruitment is placed in or made from an academic environment with strong
collaboration with the business sector. This can be manifested through previous joint financing from the Knowledge Foundation and business sector, or similar arrangements in the academic environment.

Please note that the business partners’ involvement in the research and education environment and in the fellowship/appointment is an important aspect in the evaluation, as is the active contribution of the fellowship/appointment to the development needs of business partners. For all appointments/fellowships this needs to be described under 5) “Letter of support and signatures from business partners”. Regarding the positions when the business partners do not contribute with cash the applicant must make it very clear that the criteria “Benefits to the business partners” is met.

The Knowledge Foundation accepts one or more business partners as co-financers of a position as associate senior lecturer, senior lecturer professor and professor. The respective business partners should participate in preparing the application by describing their interest in supporting the recruitment, possible involvement and input. The application should describe how the proposed position is expected to contribute to the development of the business sector. Funding from business sector must be in cash.

By “business sector”, the Knowledge Foundation refers primarily to private companies. Business sector can in this program also refer to company-related foundations, industry associations or other private financiers. Regarding fellowships, however, the business partner must be a company.

Formal requirements

An application must meet the following requirements before the Knowledge Foundation will consider it for evaluation. If the application does not meet the following requirements, it will be rejected without further evaluation.

- The project must be in line with the purpose and objective of the call.
- Project managers and project owners must be responsible as described in the call.
- If any economic or personal links exists between the involved companies, between any company and university, or between any company and individual researcher(s), this must be disclosed on the application form. For example, ownership of shares, board memberships, employment/consultant work should be specified.
- Budgeting of funds must be in accordance with the instructions presented in the document Godkända kostnader see www.kks.se.
- The latest starting date for projects financing associate senior lecturer, senior lecturer, professor and fellowships is 2021-01-01 and for
international visiting professor it is 2021-09-01, at which point fellows must be on site and begin working.

- For fellowships, a one-man company may not be a partner company.
- Contributions from business partners and/or university must correspond to what is previously described in this call.
- The Knowledge Foundation only finances salary and premises costs for the recruited person as well as other costs up to SEK 100 000.
- Associate senior lecturer, senior lecturer and professor must be full time employed.
- Time financed by the Knowledge Foundation must be devoted to research and/or teaching at advanced level on the university or research or research-related development including initiatives for competence development / supply of skills at the company.
- The positions must be addressed in the employment guidelines of the applicant university. The employment guidelines for “adjungerad” professors/senior lecturers at universities can vary. Here, the primary rule is that the position should go to an individual employed in the business sector who holds a doctorate, and this is the type of fellowship that the guidelines should support.
- Applications should include parts and appendices according to the announcement instructions.
- The vice-chancellor, project owner and project manager must sign the application.

Evaluation

The Knowledge Foundation emphasizes the importance of the position fitting into a prioritized area of the university and the importance of strong collaboration with business sector in that context, see criterias below. Information on what partners from the business sector are approved can be given before submitting an application. If uncertainty arises we recommend the project manager to contact the Knowledge Foundation to obtain such information.

The secretariat of the Knowledge Foundation reviews the applications to determine if the application complies with the formal requirements. An external evaluation panel will review applications based on the criteria for the call (see below).

No additions or modifications to the application will be accepted after it has been submitted.
Evaluation criteria

Scientific quality:
- What is the scientific level of the research environment?

Benefits to the business partners:
- How and to what extent does collaboration currently exist between the research and education environment and the companies involved?
- To what extent does the proposed position relate to the needs for development of knowledge in the business sector?

Expected results and effects:
- To what extent is the position placed in a strategic context at the university?
In relation to the building of strong research and education environments:
- How, and to what extent, is the position expected to contribute towards advancement of the research?
- How, and to what extent, is the position expected to contribute towards advancement of the education?
- How, and to what extent, is the position expected to promote closer collaboration between the research and education environment and the business sector?

Implementation:
- To what extent has the university created space for the position within the organisation so that it can contribute as much as possible to the development of the organisation?

Application

Applications are submitted via the Foundation’s website, www.kks.se.

The application should state who will be project manager. The project manager is responsible for the implementation of the project. The application should also state who within the university is project owner. The project owner has the overall responsibility for ensuring proper conditions for implementing and monitoring the project. The project owner may be a department head or another appropriate person, in accordance with the institution's internal organization and delegation.

When you apply please title the project according to the principle, “Type of position” “field”, for example “International guest professor in Building

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2 If the employment is related to artistic activity, scientific is replaced by artistic.
Production” or “Associate senior lecturer in History of Art”. Title is expected in both Swedish and English.

Budget is stated in the application form. Note that the budget should not include overhead costs. (See above).

Signatures from the project manager, the project owner and the vice chancellor are required. The project manager's signature means that she or he is prepared to take responsibility for the described implementation according to stated project plan. The project owner and the vice chancellor assure through their signatures that the university approves the project and will be involved according to the project description.

The application may be written in Swedish or English. The application shall be structured and contain headings according to the following:

1. The position’s host academic environment (1-2 pages)
   Describe the Project host environment, including both research and education, clearly outlining its current situation, its aspirations and the way forward.

   The description should include the following headings (each heading entails both education and research)
   • Current situation and development needs
   • Strategies and ambitions
   • Main results from recent years
   • Personnel composition
   • Funding
   • Interaction partners.

   When applying for a international visiting professor please note that related, ongoing as well as previous, international visiting professors in the academic environment should be stated.

2. The Project’s contribution to the research and education environment (max 2 pages)
   a) Describe the strategic value of the proposed project by demonstrating how the position will support the development of the academic environment in line with your aspirations for collaborative research and education.
   b) Describe the tasks that should be included in the employment.

3. Plan for recruiting (max 2 pages)
   Regarding associate senior lecturer, senior lecturer and professor,
present the timetable for filling the positions, the text for the recruitment call, and the plan for recruiting outside of the applicant university. If a summoning procedure is used this must be described.

Regarding international visiting professor present how the recruitment is to be realized with references to the employment guidelines of the applicant university. Also include a plan for when the professor is going to stay at your university.

Regarding fellowship in academy, present how the recruitment will take place with reference to the employment guidelines of the applicant university.

For fellowships the starting date and employment rate should be stated.

4. **CV from individuals to be recruited** (max 2 pages)
   Only in cases when the person is identified, ie. international visiting professor, fellowships or when the summoning procedure is to be used.

5. **Letter of support and signatures from business partners** (max 1 page)
   Applies to all positions. Stating reasons for supporting the recruitment. Applies to applications both including cash from the business partners and applications when they support through their engagement.

6. **Signatures of host university** (appendix form)
   The vice-chancellor, project owner, project manager must sign the application.

**Timetable and decisions**

- The Knowledge Foundation must receive your application no later than 3 p.m. (15:00) on 2019-09-25.
- After the Knowledge Foundation receives the applications, all of the forms will be reviewed as soon as possible. The Foundation’s CEO will decide whether an application must be rejected for failing to meet the formal requirements.
- The external evaluation panel will give its recommendations to the Knowledge Foundation’s General Manager during the autumn.
- Decisions will be announced at the latest during December.
- The recruitment is completed and the associate senior lecturer, senior lecturer, professor or adjunct staff should be ready to start at the latest 2021-01-01 and the international visiting professor at the latest 2021-09-01.