
CALL FOR PROPOSALS

Recruitments 22

The Knowledge Foundation invites Sweden's university colleges and new universities to apply for funding within the programme *Recruitments*. With this type of grant, the Foundation provide funding for strategic important recruitments that contribute with renewal of academic environments at Sweden's university colleges and new universities. The programme also provides funding for adjunct positions placed in the business sector. In total the programme offers funding for five forms of employment:

- Associate senior lecturer
 - Senior lecturer
 - Professor
 - International visiting professor
 - Adjunct professor/senior lecturer with placement at a university or in business.
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The Knowledge Foundation
requires the application no later
than 3 p.m (15:00) on
September 15, 2022.

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About the Knowledge Foundation

The Knowledge Foundation finances research and competence development at Sweden's university colleges and new universities¹ with the purpose of strengthening Sweden's competitiveness. The foundation provides funding when scientific and education activities are conducted in collaboration between academia and business partners. The aim is to build strong and profiled knowledge environments that co-produce research and higher education with the business sector. The Knowledge Foundation does not identify specific research areas, and the calls are open for all scientific and artistic fields.

Strong research and education environments

The Knowledge Foundation seeks to support the development of strong research and education environments that create value for academia, the business sector, and society. In different ways, all of the Knowledge Foundation's programmes are aimed at enabling environments to establish and maintain a strong, long-term, national and international scientific or artistic position which also contributes to the profiling of the university. In the view of the Knowledge Foundation, a strong environment is one that has the capacity to develop its research and education in partnership with the business sector and takes a long-term, strategic approach to its development.

The programme Recruitments

Creating dynamic and strong research and education environments requires a continual influx of research and teaching staff. Through the programme *Recruitments* the Knowledge Foundation seeks to enable recruitments of key personnel for the long-term strengthening of the environment's capacity, and for the organisation of profiled research and education environments.

The Knowledge Foundation's mission is to further stimulate collaboration between academia and the business sector for mutual competence development. Recruitments from the business sector can provide the university with insights of business-relevant needs and experiences of implementing research results. On the other hand, recruitments from the university may connect companies to a broader academic research front and may entail academic qualifications.

Objectives and purpose

An overarching objective of the programme *Recruitments* is to increase mobility and strengthen or develop the capacity of the academic environment in research and education with relevance for the business sector. In addition, the individual employment positions have the following specific objectives:

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, Karlstad 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.

The objective of recruiting an *associate senior lecturer, senior lecturer and professor* is to add key expertise to the academic environment.

The objective of an *international visiting professor* is to establish cooperation with a strategically important international academic environment.

The objective of an *adjunct professor/senior lecturer* is to establish or deepen collaboration with a strategically important business partner and to provide additional knowledge and expertise to the academic environment and the company.

The purpose of all the Knowledge Foundation's programmes is to build strong, business-relevant research and education environments. The specific purpose of the programme Recruitments is to strengthen the scientific position and profile of an academic environment.

Who may apply?

Sweden's university colleges and new universities may apply. The Knowledge Foundation welcomes applications within all subject areas. When the application concerns an artistic field of research, the concept *scientific* is replaced by *artistic* in the call.

Programme design

The programme offers funding for five forms of employment:

- Associate senior lecturer
- Senior lecturer
- Professor
- International visiting professor
- Adjunct professor/senior lecturer with placement at a university or in business.

Associate senior lecturer, senior lecturer and professor

The university applies for funding to co-finance an employment position at the university. The position should be publicly announced if being granted funding. The individual who is to be recruited may not be an identified person 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. The employment period should be between two to four years (see table below). For employment as associate senior lecturer, which is a qualifying position, the period of employment should be four years. A shorter period of employment must be specifically motivated.

In certain cases, 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 the tasks 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. The qualifications of the considered fellow should be considered strong enough to contribute to further academic profiling of the education and research environment.

By this recruitment, the programme will stimulate new international networks and contacts. Only professors who, at the point of application, primary work in countries outside of Sweden may be considered as international visiting professors. Employments or appointments of international visiting professors must correspond to the qualifications laid out in the employment guidelines of the applicant university. In addition, 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 may be performed after the Knowledge Foundation has rendered a positive decision.

The application should include a plan for the visiting professor's activities during the stay at the host university. The plan should clearly outline the focus of the project and include activities where both the university and the business partners contribute. The expected benefits for both the university and the business sector must be described. Considering the relatively short period of financing it is encouraged that the host university already during the stay of the visiting professor, plan for continued joint activities to facilitate a long-term collaboration. With that perspective in mind, the recruitment should be put in a larger context beyond the individual fellow. The international visiting professor should be part of a long-term strategy, for example to build up a collaboration with the professor's home university.

During the Covid-19 pandemic it is not certain if or when international travelling will be possible. Therefore, in the call for Recruitments 22, the Knowledge Foundation opens for the possibility to plan for an (in part or fully) over distance-international visiting professor. The plan for this arrangement should be clearly presented in the application. If planning for an international guest professor over distance it is of particular importance to present a clear description of tasks and activities for the international visiting professor. If the visiting professor can be active at the host department at least during parts of the project, such plan may benefit the application.

Adjunct positions

The call is open for proposals to finance employments/appointments of adjuncts professors/senior lecturers from the business sector to a university. The fellow should be identified and stated in the application, and their CV should be attached as an appendix. The employment is part-time and may range from 20 to 50 percent for a period of one to three years. The university will provide co-funding for at least 10 percent of the time the adjunct professor/senior lecturer stays at the university.

Similarly, funding is available for employments/appointments of adjunct professors/senior lecturers from university to the business sector. The employment is part-time and may range from 20 to 50 percent for a period of one to three years. Co-funding by the business partner must be at least 10 percent of the time the person is working for that company.

Individuals who may be considered for an adjunct position at a university must meet the requirements of the university's employment guidelines, also regarding the academic qualifications. 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 an adjunct position the review can be performed after the Knowledge Foundation has rendered a positive decision. For adjunct positions to a company, only professors and senior lecturers at the applicant university can be considered.

In order for the adjunct professor/senior lecturer to become the strategic resource, as the programme is aiming for, the person must either come from or be recruited to a business partner who is, or is intended to become, a long-term partner to the university's environment. This ambition means that small consulting companies are not considered suitable as business partners in this programme. Sole proprietorships are disqualified on formal grounds.

Relative to the percentage of part-time employment funded by the Knowledge Foundation, the adjunct professor/senior lecturer placed at a university shall work within one or more of the following areas at the university:

- **Research:** Conduct research, for example participate in joint applications or develop project proposals.
- **Education:** Engage in education or supervision at advanced or postgraduate level, for example by contributing with a business perspective in teaching, participating in course and programme development or initiating business related degree projects.
- **Management:** Participate in the management of the university for example by contributing to strategic development.

Relative to the percentage of part-time employment funded by the Knowledge Foundation, the adjunct professor/senior lecturer placed at a company shall conduct work within one or more of the following areas at the company:

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

Terms of employment

Position	Form of employment	Time	Employment percentage (Full/part-time)
Associate senior lecturer	Fellows must be employed as Associate senior lecturer (<i>biträdande lektor</i>). The position must correspond to the qualifications in the Higher Education Ordinance, Chapter 4, Section 12 a & b. The position must be addressed in the employment guidelines of the applicant university.	Normally 4 years, but 2-4 years could be accepted as seen above	100 %
Senior lecturer	Fellows must be employed as Senior lecturers (<i>lektor</i>). The position must correspond to the qualifications in the Higher Education Ordinance as well as to the employment guidelines of the applicant university.	2-4 years	100 %
Professor	Fellows must be employed as professors (<i>professor</i>). The position must correspond to the qualifications in the Higher Education Ordinance as well as to the employment guidelines of the applicant university.	2-4 years	100 %
International visiting professor	Fellows must be employed/appointed as Visiting professors (<i>gästprofessor</i> or equivalent) corresponding to the qualifications in the Higher Education Ordinance as well as to the employment guidelines of the applicant university.	3-12 months	25 % -100 %
Adjunct professor/senior lecturer from business to university	Fellows must be employed/appointed as adjunct professor/senior lecturer corresponding to the qualifications in the Higher Education ordinance as well as to the employment guidelines of the applicant university regarding <i>adjungerad</i> professor/senior lecturer.	1-3 years	20-50 %
Adjunct professor/senior lecturer to business from university	Fellows must be employed/appointed in the company. Only professors or senior lecturers at the applicant university can be considered.	1-3 years	20-50 %

How should the funds be used?

Funding from the Knowledge Foundation should mainly be used to cover actual salary and premises costs for the recruited fellow. Not exceeding the maximum amount of funding from the Knowledge Foundation, other costs up to 100,000 SEK annually for a

full-time position can also be covered by the Foundation. These other costs can be used for e.g. traveling, material, equipment or communication. If part-time employment is applied the maximum amount for these other costs will be reduced correspondingly. As an example, the maximum amount for these other costs will be 50,000 SEK for an employment of 50 percent.

Funds from the Knowledge Foundation may only be used to employ/appoint fellows at Sweden's university colleges or new universities or to recruit professors/senior lecturers from these universities to companies. Regarding adjunct positions or international visiting professors, the funds may also be used to reimburse the company/foreign university for the time the adjunct professor/senior lecturer or visiting professor is engaged at the host university.

Funds from the Knowledge Foundation can only cover research and/or teaching at advanced level (second or third cycle) or research-related development including initiatives for competence development at companies. Teaching activities at undergraduate level (first cycle) may be included but cannot be funded by the Knowledge Foundation.

Costs accrued before the approval of an application will not be accepted.

Budgeting of funds must be in accordance with the instructions presented in the document *General Terms and Conditions*, see www.kks.se. The application should not include overhead costs. Such costs (20 percent) will be calculated and included in the proposed contract if the Foundation approves the application.

Funding arrangements for the recruitments

Form of employment	Principle	Funding from KKS	Funding from business partner/s	Funding from university	Maximum funding from KKS/year (12 months) not including OH
Associate senior lecturer	KKS funds half of the total costs, the second half by business sector (monetary means) and/or university.	50 %	0-50 %	0-50 %	600,000 SEK
Senior lecturer	KKS funds half of the total costs, the second half by business sector (monetary means) and/or university.	50 %	0-50 %	0-50 %	700,000 SEK
Professor	KKS funds half of the total costs, the second half by business sector (monetary means).	50%	50%		800,000 SEK
International visiting professor	KKS funds 90 % of the total costs and the university the rest.	90 %		10 %	1,200,000 SEK (if 12 months fulltime)
Adjunct professor/senior lecturer from business to university	KKS funds 90 % of the total costs and the university the rest.	90 %		10 %	800,000 SEK (at 50 % employment time)
Adjunct professor/senior lecturer to business from university	KKS funds 90 % and the business partner the rest.	90 %	10 %		800,000 SEK (at 50 % employment time)

University involvement

Regarding associate senior lecturer and senior lecturer, the university can co-fund the costs between 0-50 percent. Regarding adjunct professor/senior lecturer from business to university, and international visiting professor, 10 percent of the costs must be funded by the university.

Funding from the university should, in the same way as funds from Knowledge Foundation, mainly be used to cover actual salary and premises costs for the recruited

fellow. Funding from the university covering other costs, e.g. traveling, material, equipment or communication, cannot exceed 100,000 SEK annually per full-time position.

For all positions, the university must provide sufficient organisational support for the recruitment to be able to achieve the intended goals, as described in the application. The university must also cover additional costs for the position, which can be described in the application project plan. The university must present an ambition and a plan for the recruitment's contribution to the development of the academic environment.

The application should state a project manager, responsible for the implementation of the project as well as being responsible for the host academic research and education environment, such head of department or a research leader. This applies for all positions, also adjunct professors/senior lecturers to business. The application should also state a project owner. The project owner, who should have staff and budget responsibility at a senior level (such as vice-chancellor, a department head or similar), has responsibility for ensuring proper conditions for implementing and monitoring the project.

Business sector involvement

Please note that the business partners' involvement in the research and education environment and in the fellowship is an important aspect of the assessment, as well as the active contribution of the fellowship to the development needs of business partners. Regarding positions where the business partners do not contribute with monetary funding, the applicant must make it clear how the criteria '*Benefits to the business partners*' will be met.

The Knowledge Foundation accepts the participation of a single business partner, however an application involving more than one business partner usually becomes stronger. Each co-producing business partner should state their interest in supporting the recruitment, as well as to motivate their involvement and input. The application should also describe how the proposed position is expected to contribute to the development of the business sector. This can be described in the signed letter of intent from each co-producing partner.

Regarding positions as associate senior lecturer and senior lecturer, the business partners can co-fund the costs for the employment with 0 to 50 percent, and as for positions as professor the business partners must co-fund 50 percent. Adjunct positions to businesses should be co-funded by 10 percent by the business partner. Funding from the business sector should, in the same way as funding from Knowledge Foundation, mainly be used to cover actual salary and premises costs for the recruited person. Funding from the business sector covering other costs, e.g. traveling, material, equipment or communication, cannot exceed 100,000 SEK annually per full-time position. Funding from the business sector must be in monetary means.

By *business sector*, the Knowledge Foundation refers primarily to the private sector. Business sector can in this programme also refer to company-related foundations, industry associations or other private financiers. However, regarding adjunct

positions, the business partner must be either a company that primarily operates in a competitive market, or an industry association that works with research-related development issues.

If any financial or personal links exist between the involved companies, between any company and the university, or between any company and individual researcher, this must be disclosed. The project plan must clearly indicate any personal conflicts of interest, and the individuals' various roles in the company or university must be clearly described. Specify, for example, share ownership, board positions, employment, or consulting activities.

Formal requirements

The 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 objectives and purpose of the call.
- The applications shall include parts and appendices according to the call instructions.
- Any financial or personal links between the involved companies, between any company and university or between any company and individual researcher(s), must be disclosed on the application form, see above.
- Budgeting of funds must be in accordance with the instructions presented in the document *General Terms and Conditions*, see www.kks.se.
- The latest starting date for positions as associate senior lecturer, senior lecturer, professor or adjunct positions is 2023-01-01, and for international visiting professor it is 2023-09-01. By then, the recruited person must have been installed and started the project work.
- For adjunct positions, sole proprietorships are not accepted as business partners.
- Contributions from business partners and/or university must correspond to what is previously described in this call.
- The application must include signed letters of intent from each of the co-producing companies.
- Funding from the Knowledge Foundation, the university and/or business partners should mainly cover salary and premises costs for the recruited person. Other costs can be maximum SEK 100,000 per financier and year (12 months) when full-time employed.
- Associate senior lecturer, senior lecturer and professor must be employed full time at the university.
- Time funded by the Knowledge Foundation must be devoted to research and/or teaching at second circle or higher level at 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 application must be signed by the vice-chancellor, the project owner and the project manager.

Evaluation

The secretariat of the Knowledge Foundation will review the applications to determine if they comply with the formal requirements. An external evaluation panel will review applications based on the evaluation criteria below.

No additions or modifications to the application will be approved after submission of the application.

Evaluation criteria

Strong research and education environments

- To what extent is there a clear description of the research and education environment's current situation, as well as its challenges?
- To what extent is there an adequate ambition and plan for the development of the research and education environment?
- What is the added value of the project for the short-term and long-term development of the research and education environment?

Scientific² quality:

- What is the scientific level of the academic research and education environment where the position will be hosted, or from which the position will be placed in the business sector?

Benefits to the business partners:

- How and to what extent is the project designed to meet requirements of knowledge development within the business sector?
- How, and to what extent, is the position expected to promote closer co-production between the research and education environment and the business sector?

Implementation:

- To what extent has the university created practical and organizational possibilities for the position to development?

² When the application concerns an artistic field of research, the concept *scientific* is replaced by *artistic* in the call.

Application

Applications are submitted via the Knowledge Foundation's website, www.kks.se by the project manager. This is important as the applicant's account is connected to the project and reporting of the project.

Signatures from the project manager, the project owner and the vice chancellor are required. The project manager's signature implies responsibility for the described implementation. 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.

Applications may be written in Swedish or English.

The project budget is filled out directly in the application form. Note that the application should not include overhead costs.

Enter the project title of the application according to the principle '*Type of position*' in '*academic field*' - for example '*International guest professor in Building Production*' or '*Associate senior lecturer in History of Art*'.

Appendices to the application

The following appendices (as pdf-files) should be attached to the application and in the same order as below. The structure of the appendices must follow the headings specified for each appendix.

Appendix 1. Description of host research and education environment and project contribution (may not exceed 3 pages)

To be uploaded under 'Description of host research and education environment and project contribution'.

This appendix should be written jointly by the head of the research and education environment and the project manager. The nature and scope of the description and the development plan will vary depending on the stage the environment has reached in its development journey. For example, new or early-stage environments do not need to report results going back five years if this is not feasible. Instead, these should describe the results relevant to the current situation of the environment.

1.1. The research and education environment (or environments) in which the project will be run

Describe the environment in terms of the parameters that best illustrate the ambition, current situation, challenges, and plan.

- a) **Ambition** - what is to be achieved in the ongoing development of the environment, objectives?
- b) **Current situation** - area of activity, research groups, research focus, education focus, staff composition, funding, collaborative and business partners, etc., and results for the last five years (scientific output, development of courses, capacity building, funding, etc.).

- c) **Challenges** - what are the most important development needs that must be addressed for the development of the environment? Take into account education, research, and collaboration with the business sector.
- d) **Plan** - how is the ambition to be achieved, strategy?

1.2. Added value of the project for the research and education environment

Describe how the proposed project adds value for the research and education environment and enhances its development in line with the stated ambition and plan. Indicate in particular how the project will help to strengthen and/or develop the research and/or education concerned, and the cooperation with the business sector. Also describe how the project will add value given previous and ongoing projects, and in what way the project manager is expected to contribute to the development and/or renewal of the environment.

Appendix 2. Project plan (may not exceed 3 pages)

To be uploaded under “Project plan”.

The project plan should include the following and have the headings below:

- a) **Plan for the recruitment**
Regarding associate senior lecturer, senior lecturer and professor, present a timeline 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 the periods the professor will be present at the host university.

Regarding adjunct positions, present how the recruitment will take place with reference to the employment guidelines of the applicant university. For adjunct positions the starting date and employment level should be stated.

- b) **Tasks**
Describe the tasks that should be included in the employment and other information asked for in some subcomponents of the programme. Additional resources that will be attached to the recruitment can also be described here.

Appendix 3. Qualifications for the fellow to be recruited (may not exceed 2 pages per person)

To be uploaded under “Attachments in accordance with the call and in the same order as stated in the call.”

Only applicable in cases when the fellow is identified, i.e. when the summoning procedure is to be used, for international visiting professor or adjuncts positions.

Appendix 4. Letter of intent (may not exceed 1 page per company)

To be uploaded under “Attachments in accordance with the call and in the same order as stated in the call.”

Signed letters of intent from each of the co-producing companies should be added. The letters should briefly describe the company’s commitment, role, and contribution, as well as motives and value for participation in the project. The letters of intent should either be signed manually or electronically signed by for example eduSign, GetAccept, ebox or similar systems. Letters of intent without correct signatures will not be considered.

Appendix 5. Signatures from the university (appendix form)

To be uploaded under “Attachments in accordance with the call and in the same order as stated in the call.”

The application must be signed by the project manager, the project owner, and the vice-chancellor. Download the appendix template from the Foundation’s website, www.kks.se. The signature appendix should either be signed manually or electronically signed by for example eduSign, GetAccept, ebox or similar systems. Applications without correct signatures will not be considered.

Timetable and decisions

- The Knowledge Foundation must receive the application no later than 3 p.m. (15:00) on 2022-09-15.
- All applications will be reviewed for compliance with formal requirements. Applications failing to meet the formal requirements will be rejected.
- The external evaluation panel will submit its recommendation to the CEO of the Knowledge Foundation.
- The CEO of the Knowledge Foundation will render a decision in December 2022.
- Granted projects may commence after agreement signing. Positions as associate senior lecturer, senior lecturer, professor or adjunct positions will start no later than 2023-01-01. International visiting professor will start the position no later than 2023-09-01.