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CALL FOR PROPOSALS

# Recruitments 20

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 with placement within 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

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We require your application  
no later than 3 p.m. (15:00) on  
September 18, 2020

## Contents

About the Knowledge Foundation	3
Programme background	3
Purpose and objective of the programme	4
Who may apply?	5
Programme design	5
How should the funds be used?	10
University involvement	12
Business sector involvement	12
Formal requirements	13
Evaluation	14
Evaluation criteria	15
Application	16
Timetable and decisions	19

## About the Knowledge Foundation

The Knowledge Foundation finances research and competence development at Sweden's university colleges and new universities<sup>1</sup> with the purpose of strengthening Sweden's competitiveness. We provide funding when 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 education with the business sector. The Knowledge Foundation does not identify specific research areas, and calls are open for all scientific and artistic research fields.

## Programme background

The Knowledge Foundation's mission includes promoting the development of distinctive research and education environments at Sweden's university colleges and new universities. As part of this, the Foundation encourages the university colleges and 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.

The Foundation is convinced that mobility contributes to an 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

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<sup>1</sup> 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.

Knowledge Foundations calls for proposals for recruiting international visiting professors.

## Purpose and objective of the programme

Creating strong and dynamic research and education environments requires a continual influx of research and teaching staff. Therefore, 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 support to these recruitments the Knowledge Foundation wants to encourage universities to build integrated environments with a balance between different employment positions, where research and education is well integrated, and where collaboration with companies is strengthened.

The objective of fellowships in academy or business, is to give universities access to important knowledge and experiences concerning specific questions that companies address, how research findings are used in practice or contributions to improvement of education relevant to the business sector. The programme also creates opportunities for business partners to informally access 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 Knowledge Foundation welcomes applications within all scientific and artistic research fields. When the application concerns an artistic field of research, the concept *scientific* is replaced by *artistic* in the call.

## 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 – professor/senior lecturer level – from the business sector. Employment level may range from 20 to 50 % for a period of one to three years. During the time the fellow works at the university, the university will provide co-financing of at least 10 %.

Similarly, funding for fellowships/appointments – professor/senior lecturer level – in business from the university, at an employment level between 20 and 50 % for a period of one to three years is announced. 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 might 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 recruitment 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 lecturers 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 fellowship position 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 shall 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 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 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 publicly 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. The employment period should be between two and 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, 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, the Foundation wants 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 already during the stay of the visiting professor, plan for continued joint activities in order to facilitate a long-term collaboration. The recruitment of this individual must be put in a larger context. 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.

## Terms of employment

Position	Form of employment	Time	Level of employment
Fellow in academy	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.	1-3 years	20-50 %
Fellow in business	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 %
Associate senior lecturer	Fellows must be employed as Associate senior lecturers. 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 (see above)	100 %
Senior lecturer	Fellows must be employed as Senior lecturers. 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 %

## 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. Note! If part-time employment is applied the maximum amount for other costs will be reduced correspondingly at an employment level of 50 % the maximum amount for other costs will be SEK 50,000.

Funds from the Knowledge Foundation may be used only to employ/appoint fellows at Sweden's university colleges or new universities or to recruit professors/senior lecturers from these universities to companies. As regards fellowships/appointments in academy (professors/senior lecturers level) or international visiting professors, the funds may also be used to reimburse the company/foreign university for the time the 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 or research/research-related development including initiatives for competence development at companies. Teaching at undergraduate level can be included but this activity cannot be funded with Knowledge Foundation funds. but this activity cannot be funded with Knowledge Foundation funds.

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

Budgeting of funds must comply with the instructions presented in the document '*Guidelines on Approved Expenditure*' (see [www.kks.se](http://www.kks.se)).

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

The positions should be financed accordingly:

Position	Principle	Financing from KKS*	Financing from business partner/s	Financing from university	Maximum financing from KKS/year
Fellowship in academy	KKS finances 90 % and the university the rest.	90 %		10 %	SEK 800,000 (employment level 50 %)
Fellowship in business	KKS finances 90 % and the company the rest.	90 %	10 %		SEK 800,000 (employment level 50 %)
Associate senior lecturer	KKS finances half the costs, the second half by business sector (cash) and university.	50 %	0-50 %	0-50 %	SEK 600,000
Senior lecturer	KKS finances half the costs, the second half by business sector (cash) and university.	50 %	0-50 %	0-50 %	SEK 700,000
Professor	KKS finances half the costs, the second half by business sector (cash).	50%	50%		SEK 800,000
International visiting professor	KKS finances 90 % and the university the rest.	90 %		10 %	SEK 1,200,000 (if 1 year fulltime)

\* *The Knowledge Foundation*

## University involvement

Regarding associate senior lecturer and senior lecturer, the university can co-finance the costs between 0-50 %. Regarding fellowships in academy (professor/senior lecturer level) and international visiting professor, 10 % must be financed by the university.

For all positions, the university must provide possible related costs, in addition to the SEK 100,000 that the university may apply for. The university must also provide organisational support so that the position can contribute to a positive development. This means that the position must be placed within a prioritized area at the university. The university must also 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. The project manager should be the person responsible for the academic research and education environment where the position will be hosted, e.g. a department head or a research leader. This applies for all fellowships/appointments, also within business. The application should also state who within the university is the project owner. The project owner has the overall responsibility for ensuring proper conditions for implementing and monitoring the project. The project owner may be the vice-chancellor, a department head or another appropriate person.

## Business sector involvement

Regarding positions as associate senior lecturer and senior lecturer, the business partners can co-finance the costs for employment levels between 0-50 %. For positions as professor the business partners must co-finance 50 %, and for 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' (see below under *Application*). Regarding 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 a single business partner as co-financer of a position as associate senior lecturer, senior lecturer, and professor, but the application is strengthened if more business partners are included. 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 that primarily operates in a competitive market, or an industry association that works with research-related development issues.

## Formal requirements

The application must meet the following requirements before the Knowledge Foundation will consider it for evaluation:

- The project must be in line with the purpose and objective of the call.
- Project manager and project owner 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 in the application form. Specify, e.g. ownership of shares, governing board positions, and employment/consultancy.

- The costs presented in the budget must be in compliance with the document ‘*Guidelines on Approved Expenditures*’ (see [www.kks.se](http://www.kks.se)).
- The latest starting date for positions as associate senior lecturer, senior lecturer, professor or fellowships is 2022-01-01, and for international visiting professor it is 2022-09-01. At these dates, respectively, the recruited person must be on site and begin working.
- For fellowships, a one-man company may not be a business partner.
- 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 (depending on level of employment).
- Associate senior lecturer, senior lecturer and professor must be full time employed at the university.
- Time financed by the Knowledge Foundation must be devoted to research and/or teaching at advanced 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 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 recruitment the guidelines should support.
- Applications should include parts and appendices according to the instructions in the call.
- 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 criteria 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 before the application is finally submitted.

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<sup>2</sup> 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 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?

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

- 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 practical and organisational possibilities for the position to contribute as much as possible to development?

## Application

Applications are submitted via the Foundation's website, [www.kks.se](http://www.kks.se).

The application should be signed by the project manager, the project owner and the vice-chancellor. The signature of the project manager means that he/she is prepared to take responsibility for the implementation of the project according to the application. The project owner and the vice-chancellor confirm by their signatures that the university supports the project and will participate according to the project description.

The application may be written in Swedish or English.

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

Entre the project title of the application according to the principle 'Type of position' [in] 'field' - for example 'International guest professor in Building Production' or 'Associate senior lecturer in History of Art' Title is expected in both Swedish and English.

*The following appendixes (as pdf-files) should be attached to the application and in the same order as below:*

1. **The position's host academic environment** (not exceeding 2 pages)  
*Upload under 'Host research and education environment'*

Describe the academic environment and it's research and education activities so the current position and future plans are shown. What is the environment's development needs, strategies and ambitions regarding research and education in collaboration?

The description should include the following headings (each heading entails both education and research):

- current position and development needs,
- strategies and ambitions,
- main results of the past few years,
- staff composition,
- funding,
- collaboration partners (academic and non-academic).

*When applying for an 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** (not exceeding 2 pages)

*Upload under 'Host research and education environment'.*

- 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 the aspirations for collaborative research and education.
- b) Describe the tasks that should be included in the employment and other information asked for in some subcomponents of the programme.

**3. Plan for recruiting** (not exceeding 2 pages)

*Upload under 'Attachments in accordance with the call and in the same order as stated in the call'.*

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 fellowships, present how the recruitment will take place with reference to the employment guidelines of the applicant university.

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

- 4. CV for the individual to be recruited** (not exceeding 2 pages)  
*Upload under 'Attachments in accordance with the call and in the same order as stated in the call'.*

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

- 5. Letter of intent from each of the participating companies**  
(not exceeding 1 page)  
*Upload under 'Attachments in accordance with the call and in the same order as stated in the call'.*

Signed letter of intent from each of the participating companies should be added. The letters should briefly describe the company's commitment, role and contribution, as well as the company's motives and value for supporting the recruitment.

- 6. Signatures** (use template from [www.kks.se](http://www.kks.se))  
*Upload under 'Attachments in accordance with the call and in the same order as stated in the call'.*

The application must be signed by the vice-chancellor, the project owner and the project manager. The form for signatures can be downloaded from [www.kks.se](http://www.kks.se)

Applications without signatures will not be considered.

## Timetable and decisions

- The Knowledge Foundation must receive your application no later than 3 p.m. (15:00) on September 18, 2020.
- The Knowledge Foundation's secretariat will review all applications for compliance with formal requirements. The CEO of the foundation may decide to reject applications failing to comply with the formal requirements.
- The external evaluation panel will submit its recommendations to the Knowledge Foundation's CEO during the autumn.
- The CEO will render a decision on financing and applicants will be notified early December.
- After the signing of agreement with the Knowledge Foundation, the recruitment process may begin. Positions as associate senior lecturer, senior lecturer, professor or fellowships will start no later than January 1, 2022. International visiting professor will start the position no later than September 1, 2022.