
CALL FOR PROPOSALS

Recruitments 21

The Knowledge Foundation invites Sweden's university colleges and new universities to apply for funding for the programme Recruitments. With this type of grant, the Foundation co-finances strategic positions at Sweden's university colleges and new universities. Adjunct positions may also be placed in the business sector. The programme offers financing 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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We require your application no
later than 3 p.m (15:00) on
September 16, 2021.

Contents

About the Knowledge Foundation.....	3
Purpose and objective.....	3
Who may apply?	4
Programme design	4
Associate senior lecturer, senior lecturer and professor	4
International visiting professor	4
Adjunct position.....	5
Terms of employment.....	7
How should the funds be used?	7
Financing arrangements for the recruitments.....	9
University involvement	9
Business sector involvement	10
Formal requirements	11
Evaluation	12
Evaluation criteria.....	12
Scientific quality:.....	12
Benefits to the business partners:	12
Expected results and effects:	13
Implementation:	13
Application.....	13
Timetable and decisions	15

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. We provide funding when research 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 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.

Purpose and objective

Creating dynamic and strong research and education environments requires a continual influx of research and teaching staff. Therefore, the programme aims to facilitate strategically important recruitments. The programme supports the new recruitments with the purpose that they should lead to long-term valuable resources for the university and to strengthen the capacity for research and education in co-production with the business sector.

The objective when supporting recruitments of associate senior lecturer, senior lecturer and professor is to contribute to renewal of research and education.

The objective when supporting 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.

The objective when supporting an adjunct position is to stimulate collaboration between academia and the business sector. An adjunct position from the business sector can provide the research and education environment with knowledge and experience from the business sector development front. By that, universities can gain insight about 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. An adjunct position from a university to the business sector can also enrich both the university and the business partner.

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.

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 financing 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 after being granted funding be publicly announced. The individual who is to be recruited shall not be 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 Knowledge 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, at the point of application, is 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.

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.

The application shall include a plan for 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 the host institution 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.

Due to Covid-19 it is not certain if or when international travelling can be undertaken. Therefore, in the call Recruitments 21, the Knowledge Foundation provides the possibility to plan for an international visiting professor over distance, in part or fully. The plan for this should be clearly presented in the application. If planning for an international guest professor over distance it is particularly important to present a clear description over tasks and activities for the international visiting professor. The Knowledge Foundations see advantages with the international visiting professor being located at the host institution under at least some parts of the project, such plan will strengthen the application.

Adjunct position

The Knowledge Foundation is calling for proposals to finance employments/appointments of adjunct professors/senior lecturers from the business sector to university. Employment level may range from 20 to 50 % for a period of one to three years. The current person must be stated in the application and the CV must be attached. During the time the adjunct professor/senior lecturer works at the university, the university will provide co-financing of at least 10 %.

Similarly, funding is available for employments/appointments of adjunct professors/senior lecturers from university to the business sector. Employment level can range between 20 and 50 % for a period of one to three years. Of the time the person is working at the business partner, co-financing must be made by the business partner by at least 10%.

Individuals who may be considered for an adjunct position at a university 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. 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 in business, 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 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.

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

- **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 adjunct professor/senior lecturer to 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.
- 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	Level of employment
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 (see 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?

Financing from the Knowledge Foundation should mainly 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. 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 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 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 *General Terms and Conditions*, (see www.kks.se).

The budget should present the direct costs of the project. Overhead costs should not be included. Such costs will be calculated and included in the proposed contract if the Knowledge Foundation approves the application.

Financing arrangements for the recruitments

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

* *The Knowledge Foundation*

University involvement

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

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

person. Financing from the university covering other costs, e.g. traveling, material, equipment or communication, can not exceed SEK 100,000 per full-time position.

For all positions, the university must provide organisational support so that it can contribute to a positive development. The university must also cover additional costs for the position. These additional costs should not be specified in the budget but can be described in the application, appendix 3, project plan. 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 is responsible for the implementation of the project and 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 positions, also adjunct professors/senior lecturers to business. The application should also state who within the university is the project owner. The project owner who should have staff and budget responsibility at a senior level, has 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

All applications should include a signed letter of intent from each of the participating companies. 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 fellowships/appointments 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 but most often the application becomes stronger 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.

Regarding positions as associate senior lecturer and senior lecturer, the business partners can co-finance the costs for the employment between 0-50 %. For positions as professor the business partners must co-finance 50 %, and for adjunct positions to business the company must co-finance 10 %. Financing from the business sector should, in the same way as financing from Knowledge Foundation, mainly be used to cover actual salary and premises costs for the recruited person. Financing from the business sector covering other costs, e.g. traveling, material, equipment or

communication, cannot exceed SEK 100,000 per full-time position. Funding from business sector must be in cash.

A presumption when applying for financing in this programme is that the recruitment is placed in or made from an academic environment with high relevance to 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.

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 adjunct positions, 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. 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 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 *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. At these dates, respectively, the recruited person must be on site and begin working.
- For adjunct positions, 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.
- Financing 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 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 high relevance to the 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 approved after submission of the application.

Evaluation criteria

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 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?

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

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 co-production 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 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 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 in the application form. Note that the application should not cover overhead costs (see above).

Enter 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 should be attached to the application and in the same order as below:

1. **The project's host academic environment** (may not exceed 2 pages)
To be uploaded 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 refers to both education and research):

- current position and development needs

- strategies and ambitions
- main results of the past few years
- staff composition
- funding
- collaboration partners

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 expected contribution to the research and education environment** (may not exceed 2 pages)

To be uploaded under "Host research and education environment".

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.

3. **Project plan** (may not exceed 3 pages)
To be uploaded under "Project plan"

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.

4. **CV for the individual to be recruited** (may not exceed 2 pages)
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 person is identified, i.e. when the summoning procedure is to be used, for international visiting professor or adjuncts positions.

5. **Letters of intent**

To be uploaded 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 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 vice-chancellor, the project owner and the project manager. Appendix template is downloaded from the Foundation’s website 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 2021-09-16.
- 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. Applicants will be informed at the latest during October.
- 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 in December.
- After the signing of agreement with the Knowledge Foundation, the projects may begin. Positions as associate senior lecturer, senior lecturer, professor or adjunct positions will start no later than January 1, 2023. International visiting professor will start the position no later than September 1, 2023.