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## CALL FOR PROPOSALS

### REKRYTERINGAR 23

- Deadline for application is **15:00 on 15 November 2023**.
- Decisions will be communicated in April 2024.
- After signing the agreement, approved projects may start on 1 May 2024 at the earliest and 1 September 2025 at the latest.

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#### **About the Knowledge Foundation**

*The Knowledge Foundation is a funder with the mission to strengthen Sweden's competitiveness. The foundation funds research and competence development at Sweden's university colleges and newer universities when it takes place in collaboration with the business sector. The Foundation's calls are open to all scientific and artistic subject areas.*

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## The programme Rekryteringar

Creating dynamic and strong research and education environments requires a continual influx of research and teaching staff. Therefore, the programme Rekryteringar aims to facilitate strategically important recruitments of key expertise. Through the programme, the Knowledge Foundation wants to enable higher educational institutions (HEI) to strengthen the long-term capacity and development of their research and education environment.

The Knowledge Foundation's mission is to stimulate collaboration between academia and the business sector for mutual competence development. Therefore, the programme allows the recruitment of key expertise both to and from the academy. Recruitments from the business sector can provide the university with new insights of business-relevant needs and experiences of implementing research results. A recruitment from the university may in turn induce a company to connect to a broader academic research front and may entail academic qualifications.

## Objective of the programme

An overarching objective of the programme Rekryteringar is to promote mobility as well as to strengthen and develop the capacity of the academic environment in research and education with relevance for the business sector. In addition, the individual employment positions within Rekryteringar have the following specific objectives:

- The objective of recruiting an *associate senior lecturer, senior lecturer or professor* is also to add key expertise to the academic environment.
- The objective of recruiting an *international visiting professor* is also to establish cooperation with a strategically important international academic environment.
- The objective of recruiting 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 the programme and the contribution to 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 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. For more information on the Knowledge Foundation's view on strong research and education environments, see [www.kks.se](http://www.kks.se).

The specific purpose of the Rekryteringar programme is to strengthen the scientific position and profile of an academic environment by the contribution of renewal.

## Project design

The programme offers funding for five forms of employment (see table for details):

- Associate senior lecturer
- Senior lecturer
- Professor
- International visiting professor
- Adjunct professor/senior lecturer with placement at a HEI or at a business partner

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

The HEI applies for funding to co-finance an employment position at the university. The position should be publicly announced if granted funding from the Knowledge Foundation. The individual who is to be recruited may not be an identified person at the time of application, except when using a so-called summoning procedure.

Fellows who may be considered for employment as associate senior lecturer, senior lecturer or professor must meet the qualifications set out in the Higher Education Ordinance and in the appointments procedure of the applicant HEI. The employment period should be between two and four years. For employment as associate senior lecturer, the period of employment should be four years, and a shorter period of employment must be specifically motivated.

Summoning procedure may be used to recruit professors and must in these cases be clearly described in the application. The recruitment procedure must also follow the appointments procedure of the applicant HEI.

The fellow must be employed full time by the HEI and an activity plan for the position must be presented in the application. When applicable, the HEI shall assume full responsibility for financing the position when the funding from the Knowledge Foundation ceases.

### **International visiting professor**

The HEI applies for funding to newly recruitment of an already identified visiting professor. The qualifications of the intended fellow should be assessed strong enough to contribute to further academic profiling of the education and research environment.

By the new recruitment the programme aims to stimulate new international networks and contacts. Within this programme, only professors that 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 appointments procedure of the applicant HEI. In addition, the recruitment procedure must also follow the appointments procedure of the applicant HEI. If an expert review is required, 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 institution. 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 also be described. Considering the relative short funding period, the host institution is encouraged to 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 recruitment of an international visiting professor should be part of a long-term strategy, for example to build up a collaboration with the professor's home university. The application is strengthened if the visiting professor will be able to be physically located at the host institution under at least some parts of the project.

### **Adjunct position**

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

Correspondingly, funding is available for employments/appointments of adjunct professors or senior lecturers from the HEI to the business sector. The employment 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 the company.

Individuals who may be considered for an adjunct position at a university must meet the requirements of the university's appointments procedure, also regarding academic qualifications. The recruitment procedure must also follow the appointments procedure of the applicant HEI. If, under the university's appointments procedure, an expert review is required, 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.

For the adjunct professor or senior lecturer to become the strategic resource that the programme is aiming for, the business partner must be, or is intended to become, a long-term partner to the university's research and education environment. This ambition of long-term cooperation means that small consulting companies are not considered suitable as business partners in this programme. Sole proprietorships are disqualified on formal grounds.

The adjunct professor/senior lecturer from a company to the HEI should, for the part of the employment funded by the Knowledge Foundation, be active within one or more of the following areas at the university:

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

The adjunct professor/senior lecturer from a HEI to a company should, for the part of the employment funded by the Knowledge Foundation, be active within one or more of the following areas at the company:

- **Research:** Conduct research or research-related development of e.g., products, processes or services.
- **Competence development:** Participate in competence development activities, which can be related to education at second cycle or higher.

## Who may apply?

Sweden's university colleges and newer universities<sup>1</sup> may apply. The Knowledge Foundation welcomes applications within all scientific and artistic fields. When the application concerns an artistic field, the concept *scientific* is to be replaced by *artistic* in the call text.

Several universities within the Foundation's target group may collaborate in the project if this strengthens the application and the project, but only one university may be the main applicant and contracting party vis-à-vis the Knowledge Foundation.

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<sup>1</sup> Blekinge Institute of Technology, Dalarna University, Halmstad University, Jönköping University, Karlstad University, Konstfack, Kristianstad University, Linnaeus University, Malmö University, Mid Sweden University, Mälardalen University, Royal College of Music in Stockholm, Royal Institute of Art, Stockholm University of the Arts, Swedish Defence University, Swedish School of Sport and Health Sciences, Södertörn University, University of Borås, University of Gävle, University of Skövde, University West, Örebro University

### Terms of employment Rekryteringar

Form of employment	Terms of employment	Time	Employment percentage
Associate senior lecturer	Fellows must be employed as Associate senior lecturer ( <i>biträdande lektor</i> ) according to the Higher Education Ordinance and the appointments procedure of the applicant HEI.	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> ) according to the Higher Education Ordinance and the appointments procedure of the applicant HEI.	2–4 years	100 %
Professor	Fellows must be employed as Professor according to the Higher Education Ordinance and the appointments procedure of the applicant HEI.	2–4 years	100 %
International visiting professor	Fellows must be employed/appointed as Visiting professor ( <i>gästprofessor</i> or equivalent) according to the Higher Education Ordinance and the appointments procedure of the applicant HEI.	3–12 months	25–100 %
Adjunct professor/Senior lecturer from business to HEI	Fellows must be employed/appointed as Adjunct professor/Senior lecturer ( <i>adjungerad professor/lektor</i> ) from the business sector according to the appointments procedure of the applicant HEI.	1–3 years	20–50 %
Adjunct professor/Senior lecturer to business from HEI	Fellows must be employed/appointed at the company. Only professors or senior lecturers at the applicant HEI may 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. For part-time employments the maximum amount for these other costs will be reduced correspondingly. For example, the maximum amount for these other costs will be 50,000 SEK for an employment of 50 percent.

Funding from the Knowledge Foundation may only be used to employ/appoint fellows at Sweden's university colleges and newer universities or to recruit professors/senior lecturers from the Sweden's university colleges and newer 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, teaching at second or third cycle, research-related development, or 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 for projects funded by the Knowledge Foundation*, go to [www.kks.se](http://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 Rekryteringar

Form of employment	Principles of funding	Funding from KKS	Funding from business partner/s	Funding from HEI	Maximum funding from KKS/year (12 months) OH excl.
Associate senior lecturer	KKS funds half of the total costs, the second half by business sector (monetary means) and/or HEI.	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 HEI.	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 HEI the rest.	90 %		10 %	1,200,000 SEK (if 12 months fulltime)
Adjunct professor/Senior lecturer from business to HEI	KKS funds 90 % of the total costs and the HEI the rest.	90 %		10 %	800,000 SEK (at 50 % employment)
Adjunct professor/Senior lecturer to business from HEI	KKS funds 90 % and the business partner the rest.	90 %	10 %		800,000 SEK (at 50 % employment)

### University involvement

For positions as associate senior lecturer and senior lecturer, the HEI may co-finance the costs between 0-50 percent, and for positions as adjunct professor/senior lecturer level to university and international visiting professor, 10 percent of the costs must be financed by the university.

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

university covering other costs for, e.g., traveling, material, equipment or communication, should not exceed SEK 100,000 annually per full-time position.

For the recruitment to contribute to the development proposed in the application, the university must for all the forms of employment, provide sufficient organisational support. The university must also cover additional costs for the position. The university must present an ambition and a plan for the recruitment's contribution to the development of the academic environment.

A project manager employed by the university should be responsible for the implementation of the project, as well as having responsibilities within the host academic research and education environment. This applies for all positions, also adjunct professors/senior lecturers to business.

The application should also state a project owner at the university. The project owner, who should have staff and budget authority at a senior level at the university, has responsibility for ensuring sufficient conditions for implementing and monitoring the project. The project manager and the project owner should not be the same person.

The financing from the HEI should be clearly described in the project plan and the budget. Please note that overhead costs are not to be included in the co-funding from the university.

### **Business sector involvement**

The project must be co-produced with business partners. For more information on co-production, go to [www.kks.se](http://www.kks.se).

Please note that co-funding companies must fall within the scope of the Knowledge Foundation's definition of business sector (go to [www.kks.se](http://www.kks.se) for more details). Within in the programme Rekryteringar also company-related foundations, industry associations or other private financiers may be regarded as co-financers. However, regarding adjunct positions 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. The applicant should contact the programme manager well in advance if there is any uncertainty regarding who could be regarded as co-financers.

The business partners involvement should be stated and motivated in the application. Please note that the business partners' involvement in the project is an important aspect in the assessment, as well as the active contribution of the fellowship to the development needs of business partners. For positions where the business partners do not contribute with monetary means the applicant must make clear how the assessment criteria *Benefits to the business partners* is met.

The Knowledge Foundation may accept the participation of a single business partner, however the involvement of more than one business partner usually strengthens the application. Each participating business partner should state their interest in supporting the recruitment, as well as 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 in more general terms. In addition, signed letters of intent should be attached from each participating business partner regardless of co-financer or not.

For 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 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 the 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.



If any economic or personal links exist between the involved companies, between any company and university, or between any company and individual researcher(s), this must be disclosed. The project plan must clearly indicate any personal conflicts of interest, and the individual's various roles in the company or university must be fully described. For example, ownership of shares, board memberships, and employment/consultant work should be specified.

### **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 objective and purpose of the call.
- The application must include parts and appendices according to the call.
- All body text in Appendices 1 and 2 must follow the format font Arial, font size 11 pt, single line spacing.
- Co-financing from business partners and/or university must correspond to what is stated in the call text.
- For adjunct positions, companies of sole proprietorship are not accepted a business partner.
- Signed letters of intent from each of the participating companies should be attached, also from non-funding companies. When applicable, the co-financing must be specified.
- Funding from the Knowledge Foundation, the university and/or business partners should mainly cover salary and premises costs for the recruited fellow. Other costs can be maximum SEK 100,000 per financier and year (12 months) when full-time employed.
- The start date of the project (recruited person on site) is earliest 1 May 2024 and at the latest 1 September 2025.
- 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 second or third circle at the university, research or research-related development and/or initiatives for competence development at the company.
- Positions at the HEI must be addressed according to the appointments procedure of the HEI.
- Any financial or personal links must be clearly stated in the application.
- Budgeting of funds must be in accordance with the instructions presented in the document *General terms and conditions for projects funded by the Knowledge Foundation*, see [www.kks.se](http://www.kks.se)
- The vice-chancellor, project owner and the project manager must sign the application.

### **Assessment**

The application will be reviewed by the secretariat of the Knowledge Foundation to ensure that it complies with the formal requirements. If these are met, an external assessment panel will conduct an overall assessment based on the assessment criteria below. Funding decisions are made by the Foundation's CEO after recommendation by the external assessment panel.

### **Assessment criteria**

Strong research and education environment

- To what extent is the project expected to contribute to the short-term and long-term development of the research and education environment?

- To what extent is there a clear description of the research and education environment´s current situation?
- To what extent is there an adequate ambition for the development of the research and education environment?

#### Scientific quality<sup>2</sup>

- To what extent is the project expected to contribute strengthening of scientific capacity and development?
- To what extent is there an adequate description of whether sex and gender perspectives are relevant in the project? If considered relevant, are the perspectives appropriately included in the project design and content?

#### Benefits to the business partners

- To what extent is the project designed to meet requirements of knowledge development within the business sector in question?
- 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 to development?
- How well on an aggregated level are the merits and experiences of the project group fulfilling the requirements for an adequate project implementation?
- To what extent is there an adequate description of how gender equality aspects have been considered in the composition of the project group?

### Application

The application should be submitted via the project manager's account in the Knowledge Foundation's application system ([www.kks.se](http://www.kks.se)). Supplementation of the application after the closing date of the call is not possible.

Applications should be written in English or Swedish.

Enter the project title in the application form according to employment and subject area, for example *International guest professor in Building Production* or *Associate senior lecturer in History of Art*.

In the application form, the project's main subject focus is stated based on the *Standard for Swedish Classification of Research Subjects*. For projects of an interdisciplinary nature, a maximum of three (3) different subjects can be selected.

The project budget should be entered directly in the application form and should not include overhead costs (OH).

In the application form, state the city and postal code for the place where the unit within the company that will conduct the main part of the co-production is located.

A table of planned project participants is to be attached to the application form. From participating companies (and potentially other partners), only key participants need to be entered. Attachment template for project participants (*Staff in the project*) is downloaded as an Excel file from [www.kks.se](http://www.kks.se) but must be converted and attached as a PDF file (make sure that the entire Excel spreadsheet fits on one PDF page).

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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.

## 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. Under each heading, the main characteristics of the information that the foundation expects are stated, however applicants can provide supplementary information that is deemed appropriate based on the direction of the proposal.

**NOTICE:** All body text in Appendices 1 and 2 must follow the format font Arial, font size 11 pt, single line spacing.

### **Appendix 1. The project's contribution to the research and education environment** (may not exceed 2 pages, see below for more information if the project is planned in collaboration between several environments)

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. When a project is planned in collaboration between several environments all environments shall be included, however, the appendix may only be extended by half a page per additional environment. Start from the group or environment where the project has closest context. Design the description based on the following headings:

#### **1.1. The project's contribution to the development of the research and education environment**

Describe how the project will contribute to the development of the research and education environment. Connect to the purpose and the goals of the call. It must be made clear in what way the project entails added value in relation to previous and ongoing projects within the environment, especially projects with the same project manager.

#### **1.2. The research and education environment (or environments) in which the project will be conducted**

Describe the environment's current situation and ambition.

**a) Current situation** with results from the past five years (area of activity and direction of research and education within the environment, personnel composition, scientific production, development of educations, funding, collaborative and business partners etc.)

**b) Ambition** and objectives for the further development of the environment.

### **Appendix 2. Project plan** (may not exceed 4 pages, must be page numbered in its entirety)

To be uploaded under *Project plan*.

If the applicant has been previously rejected on a similar Rekryteringar project application, and reapplies, this must be stated along with comments on how the project plan has been developed and how the previous assessment panel's aspects are handled within the current application.

Account for whether sex and gender perspectives are relevant in the project design and content, and if so, how these will be included (more information on [www.kks.se](http://www.kks.se)).

Account for how gender equality aspects have been considered in the composition of the project group (more information on [www.kks.se](http://www.kks.se)).

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.

For positions as 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.

For 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 or appointment, and other information asked for in applied recruitment form. Additional resources that will be linked to the recruitment in order increase goal fulfilment, can also be described here.

**Appendix 3. Qualifications (may not exceed 1 page per person)**

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

Attach CVs for individuals crucial for the implementation of the project. Include merits **of relevance** in relation to the project using the following selection of headings (more information on [www.kks.se](http://www.kks.se)):

- **Degrees**
- **Positions**
- **Research output:** select at most ten (10) research results/outputs. In addition to scientific publications, this could be for example: documented artistic merits, instrumental or product development, data set, software, patent, process or policy contributions, and implementation of research results.
- **Teaching:** the full diversity of academic teaching, training and supervision activities, education development including open teaching resources.
- **Cooperation:** with academia, business and other societal actors including communication efforts
- **Leadership:** project management, activity development, assessment assignments, center management, department assignments, etc.

Only applicable in cases when the recruited individual is already identified on the submission of the application, as for International Guest Professor (i.e. when the summoning procedure is to be used) or for the adjunct positions.

**Appendix 4. 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 co-producing companies (even if not co-founder) must be attached. Each letter of intent must include the company's:

- needs and motives for participation,
- contributions and participation in the implementation of the project,
- expected results and benefits of participation,

- co-financing (total amount must be stated).

The letters of intent should either be signed manually or electronically by for example, GetAccept, ebox or similar systems. Applications without correct signatures will not be considered.

**Appendix 5. Signatures** (template)

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. 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.

Appendix template is downloaded from the Foundation's website, [www.kks.se](http://www.kks.se). The signature appendix should either be signed manually or electronically by for example eduSign, GetAccept, ebox or similar systems.