



# UNIVERSITETET I OSLO

**Jobbno** ID: 275068  
**Deadline:** 3/14/2025  
**Website:** <http://www.uio.no/>  
**Scope:** Fast present (20)  
**Duration:** Fixed Term

Two part-time fixed-term positions at the Department of Psychology

## Two Associate Professor II positions (20%) in Developmental Psychology

### About the position

Two part-time non-permanent positions as Associate Professor II (20%) in Developmental Psychology\* are available in the Health, Developmental, and Personality Psychology Section (HUP) of the Department of Psychology, Faculty of Social Sciences, at the University of Oslo. The two positions are for a period of 2 years and 5 months. The projected start date for the positions is August 1, 2025 (end date is December 31, 2027).

The HUP Section conducts both basic/fundamental and applied research (qualitative and quantitative) and offers teaching across the One-Year, Bachelor, Master, Professional (Clinical), and PhD programs in health, developmental, and personality psychology. The section is organized into three main units: Health Psychology, Developmental Psychology, and Personality Psychology. The HUP Section currently comprises approximately 40 national and international staff, both permanent and non-permanent, who speak more than a dozen of different languages. The section includes around a dozen permanent University Lecturers, Associate Professors, and Professors (circa 50% of whom are women), as well as around two dozen PhD students, Post-Doctoral and Research fellows, and Associate Professors II.

\* Developmental psychology can be defined as the scientific study of both typical and atypical changes over time in individuals' behaviours, emotions, cognitions, and social relationships.

The Department of Psychology is dedicated to advancing our understanding of psychological phenomena and promoting positive change within the field. This mission is pursued through cutting-edge basic and applied research, research dissemination and innovation, comprehensive undergraduate and graduate education, and clinical training, evaluation, and treatment. Central to accomplishing these objectives is the staff, considered the cornerstone of the Department. Their psychological well-being is of utmost importance. The Department adopts a proactive approach in fostering a secure and supportive environment for its employees. This includes promoting a healthy work-life balance, championing gender equality, facilitating the integration of international staff, acknowledging professional accomplishments, supporting career development, and safeguarding the diversity of research subjects, methods, and theories. These priorities are among the foremost concerns of the Department of Psychology and the HUP Section.

Read more about HUP section at: <https://www.sv.uio.no/psi/english/about/organization/sections/hup/index.html>

### More about the position

The positions are teaching positions (340 teaching hours per year and position). The appointees will mainly contribute to the HUP Section's teaching in Developmental Psychology and is expected:

To teach Developmental Psychology courses across all the programs offered by the Department of Psychology, including bachelor, master, professional (clinical), and doctorate.

### Qualifications

#### Necessary requirements:

- Degree equivalent to a Norwegian doctoral degree in psychology or equivalent.
- Solid undergraduate and/or graduate teaching record in Developmental Psychology, including course organization, lectures, seminars, supervision, and examinations.
- Good research record in Developmental Psychology, demonstrating quality, productivity and impact
- Fluent oral and written communication skills in English.
- Relevant personal qualities for the position, including: (i) High motivation for the position, (ii) High teaching and research ambition, and (iii) The ability to work both independently and collaboratively with students, administrative and academic colleagues / collaborators, and leaders.

#### Desired additional qualifications (not necessary but would be an advantage), include one or more of the following:

- Certified University Pedagogy Education
- Fluent oral and written communication in Norwegian (or Swedish, Danish)
- Experience in academic administration.

Residency in the Oslo metropolitan area is expected.

UiO has developed a [matrix for the assessment of qualifications](#), which exemplifies results/competence, documentation, and reflection for all areas of the competency profile. We encourage you to familiarize yourself with this matrix and make use of it when applying for the position.

## Evaluation of applicants

The applications will be evaluated by two committees:

- An "Expert Committee" responsible for evaluating the written documents and providing a provisional ranking of the applicants based on their written academic qualifications.
- A "Nominating Committee" responsible for evaluating the overall qualifications of the best qualified applicants (i.e., the scientific committee's report, trial lecture, interview, reference-checking, English proficiency, and personal qualities and suitability) and providing a final ranking of the applicants.

In addition to educational background, applicants' qualifications will be evaluated on the following criteria, listed here in descending order of importance (i.e., (i) is most important):

- (i) Teaching record relevant to the position (content, level, form of teaching, number of students, and time span) and Quality of the SoTL reflexion note and trial lecture.
- (ii) Research record relevant to the position\*\*
- (iii) English proficiency and Personal qualities (i.e., motivation, ambition, independence, and cooperation).
- (iv) Certified University Pedagogy Education, Norwegian (or Swedish, Danish) proficiency, and Experience in academic administration

\*\* The following criteria will be used to evaluate the research record relevant for the position:

- Quality: Originality, interest, and diversity of scientific publications (scientific articles, book chapters, books).
- Productivity: Number of scientific publications. Number of presentations at conferences. Number of external grants.
- Impact: Number of citations and h-index (Google Scholar).
- Research awards and prizes.
- Dissemination: Number of publications and communications aimed at practitioners and the public (media: radio and TV interviews, articles in newspapers and magazines, etc.).
- Innovation activities: patents, apps, etc.
- Other research records: Leading research projects, international collaborations, research administration, referee for national and international research agencies, reviewer for scientific journals, journal editorship positions (Editor, Associate Editor, Invited Editor), guest/invited researcher/professor, membership in scientific societies, major contributions to early career development, etc.

Achievements will be weighed against the career stage and adjusted for parental and sick leaves, as well as professional breaks. For example, when calculating the research productivity of female applicants, an 18-month deduction for each child will be automatically applied. For male applicants, documented time taken for paternity leave will be deducted when calculating their research productivity.

Employment in the position is based on a comprehensive assessment of all qualification requirements applicable to the position, including personal qualifications.

## We offer: Why should you choose us?

- An academically stimulating and international working environment A workplace with good development and career opportunities.
- Access to Norway's excellent public services and [welfare schemes](#), including generous parental leave provisions and affordable and accessible childcare.
- Oslo's family-friendly environment with its rich opportunities for culture and outdoor activities.
- A workplace with good development and career opportunities.
- Membership in the [Statens Pensjonskasse](#), which is one of Norway's best pension schemes with beneficial mortgages and good insurance schemes.
- Salary in position as Associate Professor, position code 1011 in salary range from NOK 720 100 to NOK 870 900 (in a 100 % position), depending on competence and experience. From the salary, 2 percent is deducted in statutory contributions to the State Pension Fund.

Read more about the benefits of working in the public sector at [Employer Portal](#).

## Inclusive worklife and diversity at UiO

Inclusion and diversity are a strength. The University of Oslo has a personnel policy objective of achieving a balanced gender composition. Furthermore, we want employees with diverse professional expertise, life experience and perspectives.

If there are qualified applicants with disabilities, employment gaps or immigrant background, we will invite at least one applicant from each of these categories to an interview.

The Department of Psychology shall work actively for equality, ensure equal opportunities and rights, and prevent discrimination.

Gender equality initiatives - For employees - University of Oslo.

Gender equality initiatives at the Department of Psychology: Equality, diversity and inclusion - Department of Psychology

In cases of gender imbalance within the hiring Section, defined as fewer than 40% of permanent staff belonging to one gender, the position will be evaluated for re-advertisement if the expert committee does not identify any qualified candidates from the underrepresented gender. Furthermore, the nominating committee must invite at least one qualified applicant from the underrepresented gender to an interview and trial lecture.

More information about gender equality initiatives at UiO can be found [here](#).

## How to apply

The application must include:

- Letter of application describing the motivation for applying and how the applicant's academic qualifications are relevant for the position, as well as any other relevant information.
- A CV summarizing personal information, educations, positions, research qualifications, teaching qualifications, English proficiency and personal qualities, and possibly certified University Pedagogy Education, Norwegian (or Swedish, Danish) proficiency, and experience in academic administration, and any other relevant information (e.g., We encourage applicants who have taken a career break, for example, to care for a child, to include the parental leave period(s) in their CVs. The same applies to any other relevant career breaks).
- A complete list of scientific publications (in press or published) and communications: (i) peer-reviewed scientific articles (including number of citations of each of article) (ii) peer-reviewed scientific book chapters, (iii) peer-reviewed scientific books, (iv) other publications, (v) scientific keynotes, invited papers and guest lectures, (vi) scientific papers and posters to conferences, (vii) other communications, and (viii) contribution to knowledge dissemination (radio and tv interviews and interventions, podcast for a large audience, articles and editorials in magazines and newspapers, etc.).
- Three relevant first authored international peer-reviewed scientific publications in English (at least two articles) in developmental psychology.
- A 3-page document describing their different teaching competence and experience in Developmental psychology at different levels (i.e., bachelor, master / professional (clinical), ph.d.): Course organisation, lecture, seminar, exam, supervision, teaching administration, etc. (including some figures such as the number of students and time span). It should also include a reflection note in which your own practice and learning vision is anchored in the SoTL criteria (focus on student learning, development over time, a research approach and a collegial attitude and practice). The 3-page limit is adamant.
- Copies of educational certificates in English or in one of the Scandinavian languages (academic transcripts only) including of any certifications of University Pedagogy Education.
- A list of three references (name, affiliation, relation to candidate, e-mail, and phone number). One should be a graduate student or a Ph.d. fellow, one a colleague / collaborator, and one a leader. No letter of reference should be included in the application.

Application with attachments must be submitted via our recruitment system Jobbnorge, click "Apply for the position".

When applying for the position, we ask you to retrieve your education results from [Vitnemalsportalen.no](https://vitnemalsportalen.no). If your education results are not available through Vitnemalsportalen, we ask you to upload copies of your transcripts or grades. International applicants are advised to attach an explanation of their University's grading system.

Please note that all documents should be in English except for the educational certificates which might also be also in one of the Scandinavian languages.

## General information

Interviews and trial lecture will be used in the selection process. The best qualified candidates will invited for interviews.

Applicant lists can be published in accordance with [Norwegian Freedom of Information Act](#) § 25. When you apply for a position with us, your name will appear on the public applicant list. It is possible to request to be excluded from this list. You must justify why you want an exemption from publication and we will then decide whether we can grant your request. If we can't, you will hear from us.

Please refer to the [Rules for Appointments to Professorships and Associate Professorships at the University of Oslo](#), [Rules for practicing the requirement for basic pedagogical competence at the University of Oslo](#) and [Guide for applicants for Professor and Associate professor positions - University of Oslo](#).

The University of Oslo has a [transfer agreement](#) with all employees that is intended to secure the rights to all research results etc.

## Additional information

Contact person:

Francisco Pons, Professor, Head of HUP Section

E-mail: [f.m.p.piulats@psykologi.uio.no](mailto:f.m.p.piulats@psykologi.uio.no)

HR-adviser at PSI, Kamila Cholti (for JobbNorge-questions only):

E-mail: [kamila.cholti@psykologi.uio.no](mailto:kamila.cholti@psykologi.uio.no)

## University of Oslo

**The University of Oslo** is Norway's oldest and highest ranked educational and research institution, with 28 000 students and 7000 employees. With its broad range of academic disciplines and internationally recognised research communities, UiO is an important contributor to society.

**The Department of Psychology (PSI)** is one of seven units of the Faculty of Social Sciences. With over 2 700 students and approximately 185 PhD candidates, PSI is Faculty's largest department. Degrees are offered at bachelor level and master level, plus a clinical training programme in addition to a PhD programme. Established in 1909, The Department of Psychology at the University of Oslo is the oldest and largest research institute and educational institution of psychology in Norway.

Read more about the department at our website: <https://www.sv.uio.no/psi/english/about/>

## Additional information

**Contact person:**

Francisco Pons, Professor and Head of Section

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**Place of service:**

Boks 1072 Blindern 0316 Oslo (Oslo Municipality)