



University of Bergen

Institutt for biologi

The University of Bergen (UiB) is an internationally recognised research university with more than 14,000 students and close to 3,500 employees at six faculties. The university is located in the heart of Bergen. Our main contribution to society is excellent basic research and education across a wide range of disciplines.

Professor/Associate Professor in Marine Biosystematics

The [Department of Biology \(BIO\)](#) has a vacancy for a professor in marine biosystematics. If none of the applicants are found qualified as full professor, they may be evaluated for an associate professorship. Applicants should state in their application whether an associate professorship would be of interest.

The professor is expected to work with marine benthic invertebrates. The position is primarily focused on building bridges between the fields of taxonomy/phylogeny, marine fauna and marine zoogeography and is particularly aimed at deep sea communities. We are seeking an active scientist with a broad research and teaching expertise in several of the relevant fields including faunistics, taxonomy, biogeography, geobiology, phylogeny, population genetics and phylogenomics. It is essential that the successful candidate has experience in mapping and working with dominant marine organisms through the use of classical instruments and modern technology.

Emphasis will be given to experience in project management, coordinating research activities and strategic research planning. Furthermore, emphasis will be given to proven will and ability to work *well* in teams. The applicants should also be able to document the ability to attract external funding.

For highly qualified applicants, a start-up grant including a post-doctoral fellowship and funds for instrumentation and running costs, may be made available for the position.

The position in marine biosystematics is within the [Marine biodiversity research group \(MBD\)](#). MBD's focus is on research within systematics, taxonomy, population genetics and marine organismal biology. The group is also deeply involved in the field of geobiology through participation in the [Centre for Geobiology \(CGB\)](#). It is expected that the professor in marine biosystematics will direct his/her research toward CGB's activities.

A description of the position with details of curriculum and areas of responsibility, particular duties and other circumstances which will be emphasized at the time of appointment, is available below.

For further information about the position please contact Professor Henrik Glenner (phone +47 55584526; e-mail henrik.glenner@bio.uib.no); or Professor Anders Goksøyr, Head of Department (phone +47 55584403; e-mail anders.goksoyr@bio.uib.no).

Applicants must have professorial competence in marine biosystematics.

The teaching language will normally be Norwegian; however, the successful candidate should be able to teach in English on request.

Basic pedagogical training is a requirement. The successful candidate will be offered appropriate training if this requirement has not been met before the appointment.

Salary will be in the range of 68–78 (code 1013) in the Civil Service pay grade table according to qualifications; currently NOK 595,200–711,500 gross p.a.

Starting salary for associate professors is 57 (code 1011/pay framework 24.1); currently NOK 468,400 gross p.a. (wage range 57–65). Automatic salary increases will occur at fixed intervals within the pay framework.

In the case of particularly highly qualified applicants higher salaries may be considered.

The successful applicant to the professorship is obliged to take part in relevant teaching and examination programmes. The successful applicant must comply with the guidelines that apply to the position at any time, including any amendments that may be introduced by legislation with regard to curriculum, pension schemes and retirement age.

Women in particular are invited to apply. If, in the opinion of the evaluation committee, several applicants have approximately equivalent qualifications, the rules on equal opportunities laid down in the Personnel Regulations for Academic Positions will be applied.

State employment shall reflect the multiplicity of the population at large to the highest possible degree. The University of Bergen has therefore adopted a personnel policy objective to ensure that we achieve a balanced age and sex composition and the recruitment of persons of various ethnic backgrounds. Persons of different ethnic backgrounds are therefore encouraged to apply for the position.

The University of Bergen adheres to the principles of public openness when recruiting staff to scientific positions. (Hence, the evaluation committee's report will be disclosed, in full detail, to all of the applicants.)

Information about the applicant may be made public even though the applicant has requested not to be named in the list of applicants. The applicant will be notified if his/her request is not respected.

Please send electronic application, CV, certificates and diplomas by clicking on the button marked "APPLY FOR THIS JOB" on this page. The application should also include a list of attachments providing evidence of the applicant's teaching qualifications.

Applicants must state the works or parts of works they wish to be given particular attention in the evaluation of their applications. These should not exceed 15 in number.

Cf. "Provisional Regulations concerning Appointments to Professorships".

http://regler.uib.no/regler_en/Part-3-Human-Resources-and-HSE/3.1-Human-Resources/3.1.2-Rules-for-appointment/Provisional-Regulations-concerning-Appointments-to-Professorships

Scholarly works, published or unpublished, should be sent in 5 copies, fully inventoried and sorted into 5 identical bundles, by ordinary mail to the Department of Biology, University of Bergen, PO Box 7803, 5020 Bergen, Norway, **marked 2012/13289, within one month of the expiry of the application deadline.**

Applications sent by e-mail to individuals at the department will not be considered.

Closing date for applications: 10 February 2013

Description of the position

About the department

The Department of Biology (BIO) with a staff of 220 and more than 600 students covers a broad range of biological disciplines and themes. BIO currently consists of 14 research groups within biodiversity, developmental biology, microbiology, evolutionary biology, ecology and geobiology. BIO shall generate pioneering, fundamental knowledge about the origins of life, evolution, processes and systems, and help to resolve major global challenges. Approximately 2/3 of the permanent scientific staff works on marine issues. Education at BIO covers three bachelor programmes, five master programmes and one integrated five-year study programmes. Through co-localization and joint research groups, the research at BIO is closely integrated with biological research at the University Museum in Bergen and some of the thematic departments of Uni Research AS. BIO is located in new and modern facilities at Marineholmen and our nearest neighbours are the [Department of Molecular Biology](#) and the [Sars International Centre for Marine Molecular Biology](#).

Scientific focus of the position

The professor in marine biosystematics is expected to work with marine benthic invertebrates. The position is primarily focused on building bridges between the fields of taxonomy / phylogeny, marine fauna and marine zoogeography and is particularly aimed at deep sea communities. The position is intended to facilitate and modernize the biosystematic research at BIO and UiB through a multidisciplinary approach and the use of data from many disciplines. The qualified applicants have a broad research and teaching expertise in several of the relevant fields including faunistics, taxonomy, biogeography, geobiology, phylogeny, population genetics and phylogenomics. It is essential that the successful candidate has experience in mapping and working with dominant marine organisms through the use of classical instruments and modern technology. The successful applicant must demonstrate the ability to work on issues that concern deep sea communities and possesses a broad overview over marine deep sea fauna. Knowledge about classical histological and microscopic methods (light and electron microscopy) and modern methods to elucidate biodiversity is an advantage.

Research at BIO is organized in research groups. The position in marine biosystematics is within the Marine biodiversity research group (MBD). MBD's focus is on research within systematics, taxonomy, population genetics and marine organismal biology. MBD aims to generate new knowledge about biological diversity by describing and explaining the dynamic diversity of marine flora and fauna, and to identify changes caused by evolutionary, climatic, anthropogenic or other factors through the study of marine invertebrates and algae. The group is also deeply involved in the field of geobiology through participation in the Centre for Geobiology (CGB), one of UiB's centres of excellence under the Norwegian CoE scheme. The professor in marine biosystematics is expected to direct his/her research toward CGB's activities. Research fields at the centre include ecosystems at hydrothermal vents and cold seeps, geodynamics in the deep ocean, water-rock-microbe interactions, the deep biosphere, biosignatures and origin of life. More information can be found at <http://www.uib.no/geobio/en>

Strategic objectives for the advertised position in marine biosystematics is to continue and further develop the department's long term involvement and tradition in marine biosystematics studies and to strengthen the MBD research group by combining classical methods with the use of molecular techniques and/or quantitative methods, and to strengthen the cooperation between BIO and CGB.

Competence requirements

Applicants must have professorial competence in marine biosystematics. Active participation in the international scientific society within the field and collaborations with reputed scientists is strongly wanted.

The ability to perform professional leadership is emphasized for permanent faculty positions. The applicants must have extensive experience in research leadership, project management, coordinating research activities and strategic research planning. Furthermore, emphasis will be given to proven will and ability to work *well* in teams.

The successful candidate is expected to contribute actively to initiating national and international project activities, and to document ability to obtain external research funding.

It is expected that the successful candidate will present his/her own research results in conferences and in international journals.

Teaching requirements

The successful candidate is expected to take part in the department's educational programmes both at the undergraduate and postgraduate level. The holder of the position is expected to teach basic biological topics and develop relevant teaching in biodiversity and biosystematics. In compliance with the university's general regulations, the holder of the position is required to undertake teaching and related examination work and supervise master and PhD students.

The holder of the position will also take part in the ongoing development of the teaching and research activity at the university's marine field station.

Basic pedagogical training is also a requirement, but the successful applicant who does not have such competence at the time of his/her appointment will be offered training and will be required to produce evidence of such training within one year of the date of appointment. This deadline is extended to two years for the successful applicant who does not master a Scandinavian language at the time of appointment.

Please note that the holder of the position may be requested to undertake teaching, supervision and exam-related work in his or her particular field outside the organisational unit to which the position belongs, as stipulated in the University's General Regulations.

At the University of Bergen teaching qualifications are to be given real weight in appointing faculty members. Applicants must document their own teaching qualifications. This can be done by submitting, for instance:

- evidence of completed teaching training
- evaluation reports of the applicant's teaching
- overview over scope and level of teaching
- overview over supervision of post-graduate and doctoral candidates, and results obtained
- student awards received
- own teaching publications
- own teaching compendia and material
- reports showing participation in projects related to the development of teaching, such as alternative forms of teaching, supervision or teaching environments

Moderate gender quota

If there are applicants of both sexes with approximately equivalent qualifications, the female applicant shall be ranked before the male pursuant to the rules on equal opportunities.

JobbnorgeID: 89283, Deadline: 10.02.2013