

Til: Instituttstyret

Fra: Instituttleder

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Sakstype: O-sak

Møtesaksnr.: 64/2022

Møtenr. 9/2022

Møtedato: 10.11.2022

Notatdato: 03.11.2022

Arkivsaksnr.:

Saksbehandler: Ragnhild Rebne

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## Utlysning av rekrutteringsstillinger 2023

### Saksgang

IKOS har fått tildelt 6 rekrutteringsstillinger fra HF for 2023. Utlysningstekstene utarbeides av instituttet og vedtas av TUV i møte 9. desember 2022. Utlysningene skal legges frem til orientering i instituttet (se vedlagte utlysningstekster). Stillingene vil bli utlyst innen 1. januar 2023 med søknadsfrist 28. februar. Tiltredelse i stillingene skal skje ca. 1. september. Se vedlagte tildelingsbrev og tidsplan for flere detaljer.

### Vurdering og plan

Etter siste års erfaringer med for smale utlysninger og for få kvalifiserte søkere, velger vi denne gang å utlyse åpent innen instituttets fagområder. For å sikre bedre kvalitet og relevans på søknader som skal behandles, stiller vi som forutsetning for phd-stillingene at søkere på forhånd har fått bekreftelse fra en fast vitenskapelig ansatt ved IKOS om at vedkommende kan og er villig til å veilede søkerens prosjekt.

IKOS har gjennom mange år hatt mange phd-stipendiater gjennom åpne utlysninger og gjennom prosjektutlysninger, mens postdoc-stillinger har utelukkende vært knyttet til prosjekter (med unntak av utenlandske Marie Curie-søkere som har kommet til IKOS). For å åpne noen muligheter for ambisiøse yngre akademikere ønsker instituttet denne gang å omgjøre 2 av de 6 rekrutteringsstillingene til postdoc-stillinger.

### Økonomiske konsekvenser

En omgjøring fra phd til postdoc har noen økonomiske konsekvenser fordi stillingene uansett vil følges av tildeling av en økonomisk ramme basert på utlysning av phd-stipendiatstillinger. For det første vil lønnsnivået til en postdoc være høyere enn for en phd-stipendiat. For det andre vil vi miste finansieringen av ett års gjennomføringsstipend. For det tredje mister vi gjennomstrømningsmidler (120.000 eller 200.000) når en phd-stipendiat leverer avhandlingen for disputas. Finansiering av en 3-årig stilling gir instituttet lønnsmidler i 3 år, pluss 3 mnd for å ta høyde for forsinkelser i prosjektene. Hvis vi tar utgangspunkt i et gjennomsnittlig lønnstrinn for en phd-stipendiat og at hen gjennomfører uten



forsinkelser, vil instituttet ha en inntjening (for å dekke opp for administrasjon, komitearbeid, gjennomføring av disputas osv) på ca. 718.000. Tilsvarende for en postdoc-stilling vil være ca. 320.000. På tross av forskjellene i finansieringsgrad finner ledelsen at det vil være en viktig prioritering å åpne opp for flere muligheter for en videre bygging av høy faglig kompetanse innen instituttets fagområder.

*Vedlegg:*

Tildelingsbrev fra HF med tidsplan

Utkast til kunngjøringer

Til  
Institutt for kulturstudier og orientalske språk

Dato: 12.09.2022  
Saksnr.: 2022/37950

### Fordeling av stipendstillinger 2023 - IKOS

Fakultetet har 37 ph.d.-stipendstillinger til fordeling. Stillingene fordeles pro rata mellom instituttene, der størrelsen på instituttene er beregnet ut fra antall faste tilsatte professorer, dosenter, førsteamanuenser og førstelektorer.

### IKOS tildeles 6 stipendiatstillinger.

Stipendiatstillingene er en stor og viktig ressurs for fakultetets- og instituttens forskning og faglige utvikling. Det er derfor et viktig krav at fordeling og kunngjøring av stillingene diskuteres og behandles i instituttstyret.

Fakultetsstyret diskuterte policy for stipendiatfordeling 25. september 2020 (<https://www.hf.uio.no/om/organisasjon/styret/moter/2020/200925-sakskart.html>). I tråd med diskusjonen ønsker fakultetet å redusere antallet stillinger som er knyttet til strategiske mål på fakultetsnivå. Videre ønsker fakultetet en aktiv forvaltning av stillingene på instituttnivå som sikrer disiplinens rekrutteringsbehov og at stipendiatene ikke skal knyttes kun til enkeltforskere, men komme inn i aktive fagmiljø. Som også påpekt i evalueringen av vårt ph.d.-program (<https://www.uio.no/for-ansatte/enhetssider/hf/nettverk/ph.d.-ledere/moter/dokumenter/report-final-05.03.2021.pdf>, s. 13), er det viktig at utlysningene er brede nok til at de får et godt rekrutteringsgrunnlag.

Utlysning og tilsetting skal gjennomføres i tråd med vedlagte tidsplan. Stillingene skal kunngjøres i januar 2023 og tiltredelse skal normalt skje i september 2023.



Instituttene kan velge å konvertere stillingene fra ph.d.-stipendiat til postdoktor, men må da selv dekke merkostnadene.

Med hilsen

Mathilde Skoie  
Prodekan for forskning

Rasmus G. Andresen  
Seksjonssjef

Dette dokumentet er godkjent elektronisk ved UiO og er derfor ikke signert.

Saksbehandler:  
*Andrea Dale Wefring*  
22 85 69 39, [a.d.wefring@hf.uio.no](mailto:a.d.wefring@hf.uio.no)

Når (ca.)	Hvem	Hva og hvordan	Lenker
September 2022		Brev om intern fordeling av stipendiatstillinger	
<b>Frist til TUV 18. november 2022</b>	Institutt	Lage forslag til kunngjøringstekst	<a href="#">Kunngjøringsmal</a>
<b>Vedtak om kunngjøring TUV 9. desember 2022</b>	Institutt	Kunngjøringen til orientering i instituttstyret	<a href="#">Fremleggsnotat</a>
	Personal	Godkjenning av kunngjøringen i TUV.	
<b>15. desember 2022</b>	Personal	Godkjenning organisasjonene	
<b>Innen 1. januar 2023</b>	Personal	Kunngjøring av stillingene i Jobbnorge	
<b>28. februar 2023</b>	Institutt	Forslag til komité, komitémedlemmer holder av datoer for intervju  Søknadsfrist	
<b>1. mars 2023</b>	Institutt	Komitémedlemmer habilitetssjekkes mot søkerliste	
<b>3. mars 2023</b>	Personal	Opprette bruker i Jobbnorge, sende ut mail til komitémedlemmene med bruksanvisning og rangering	
<b>Uke 10, 6-10 mars 2023</b>	Institutt	Plukke ut de søkerne som skal kalles inn til intervju og gi beskjed til personalkonsulent.	
<b>Uke 10, 6-10 mars 2022</b>	Personal	Sende innkallinger til intervju	

Når (ca.)	Hvem	Hva og hvordan	Lenker
10. mars 2022	Personal	Gi tilbakemelding til alle søkere om at aktuelle søkere er innkalt til intervju.	
Uke 12, 20-24 mars 2023	Institutt	Gjennomføre intervjuer	<a href="#">Intervjuguide</a>
Uke 13, 27-31 mars 2023	Institutt	Gjennomføre referanseintervju	<a href="#">Intervjuguide for ref. intervju</a>
17. april 2023		Frist for å levere rangert og begrunnet innstilling til personal for kvalitetssikring	<a href="#">Mal for innstilling</a>
<b>UKE 14 = PÅSKE</b>			
	Institutt	Saksdokumenter til instituttstyret	
<b>Frist til TUV 28. april 2023</b>	Personal	Saksdokumenter til TUV	
<b>TUV-vedtak 19. mai 2023</b>	Personal	TUV-møte. Vedtak offentliggjøres i protokoll etter møte.	<a href="#">TUV-protokoll</a>
	Personal	Svar til søkerne	
	Instituttet tar kontakt  Personal utformer kontrakt	Tilbud om stilling	
1. september 2022		Tiltredelse	

Four Doctoral Research Fellowships (SKO 1017) are available at the Department of Culture Studies and Oriental Languages, University of Oslo.

The Department of Culture Studies and Oriental Languages has 59 tenured academic staff and 40 temporary academic staff. Its ongoing research covers a wide range of topics under the broad rubrics of religious studies, cultural history and culture, politics, and history of Asia and the Middle East.

Candidates will apply with an individual research project. This project needs to be thematically relevant to the department to such an extent that it may be supervised by the department's faculty. Applicants must contact a faculty member and seek their approval before submitting the application. For information about ongoing research, please visit the department's project [website](#) and those of individual [faculty](#) members. Projects that speak to the research interests of more than one academic staff member will be preferred. The Department with its PhD programme is a uniquely interdisciplinary research environment, and projects that transcend disciplinary boundaries are particularly encouraged.

The successful candidates are expected to join the existing research milieu and contribute to its development. In addition to their own research, they will take part in ongoing research related activities at the department and the section.

The PhD candidates appointed will be affiliated with the IKOS PhD programme as well as the Faculty of Humanities's PhD training programme. The academic work is to result in a doctoral dissertation that will be defended at the Faculty with a view to obtaining the degree of PhD. Read more about the doctoral degree [here](#).

The PhD candidates will start on 14 August 2023 or as soon as possible thereafter. The appointment is for a duration of three years. All PhD Candidates who submit their doctoral dissertation for assessment with a written recommendation from their supervisor within 3 years or 3 ½ years after the start of their PhD position, will be offered, respectively, a 12 or 6 month Completion Grant.

### Requirements

- A Master's degree or equivalent in a discipline relevant for the project. The Master's degree must have been obtained and the final evaluation must be available by the application deadline.
- Fluent oral and written communication skills in English.
- Personal suitability and motivation for the position.
- The necessary competencies and skills (such as language) for the research project.

To be eligible for admission to the doctoral programmes at the University of Oslo, applicants must, at a minimum, have completed a five-year graduation course (Master's degree or equivalent), including a Master's thesis of at least 30 ECTS. In special cases, the Faculty may grant admission on the basis of a one-year Master course following an assessment of the study programme's scope and quality.

In assessing the applications, special emphasis will be placed on:

- The project's scientific merit and innovation
- The project's relevance to one or more research environments at IKOS
- The applicant's estimated academic and personal ability to complete the project within the timeframe
- The applicant's ability to complete research training

- Good collaboration skills
- Ability to participate in an interdisciplinary academic community

### **We offer**

- Salary NOK XXX – XXX per annum depending on qualifications
- A professionally stimulating working environment
- Membership in the [Norwegian Public Service Pension Fund](#)
- [Attractive welfare benefits](#)

### **How to apply**

The application must include:

- Application letter describing the applicant's qualifications and motivation for the position
- Curriculum Vitae (with a list of education, positions, teaching experience, administrative experience and other qualifying activities, including a complete list of publications)
- Transcript of records of your Bachelor's and Master's degrees. Applicants with education from a foreign university must attach an explanation of their university's grading system
- Project description, including a detailed progress plan for the project (3 - 5 pages, see [Template for project descriptions](#))

Please note that all documents must be in English or a Scandinavian language.

Educational certificates, master theses and the like are not to be submitted with the application, but applicants may be asked to submit such information or works later.

The application with attachments must be delivered in our electronic recruiting system, please follow the link "apply for this job".

Short-listed candidates will be invited for an interview.

### **Formal regulations**

See also [regulations](#) as well as guidelines for [the application assessment process](#) and [appointments](#) to research fellowships.

Following the Freedom of Information Act (Offentleglova) § 25, Chapter 2, demographic information about the applicant may be used in the public list of applicants even if the applicant opts out from the entry in the public application list.

The University of Oslo has an [Acquisition of Rights Agreement](#) for the purpose of securing rights to intellectual property created by its employees, including research results.

The University of Oslo aims to achieve a balanced gender composition in the workforce and to recruit people with ethnic minority backgrounds.

**Deadline: 28 February 2023**

**Contact persons:**



Head of Research [Jacob Høigilt](#)

HR Officer XXX XXX

UTKAST

## **TWO POST-DOCTORAL RESEARCH FELLOWSHIPS**

### **Job description**

Two Post-Doctoral Research Fellowships (SKO 1352) are available at the Department of Culture Studies and Oriental Languages, University of Oslo.

The Department of Culture Studies and Oriental Languages has 59 tenured academic staff and 40 temporary academic staff. Its ongoing research covers a wide range of topics under the broad rubrics of religious studies; cultural history; and culture, politics, and history of Asia and the Middle East and North Africa.

Candidates will apply with an individual research project. This project needs to be thematically relevant to the on-going research of the department. For information about ongoing research, please visit the department's project [website](#) and those of individual [faculty](#) members. The Department is a uniquely interdisciplinary research environment, and projects that transcend disciplinary boundaries are particularly encouraged.

The successful candidates are expected to join the existing research milieu and contribute to its development. In addition to their own research, they will take part in ongoing research related activities at the department and the section. They will also contribute to teaching activities. The successful candidates and the department will formulate a career plan as part of the position.

The candidates will start on 14 August 2023 or as soon as possible thereafter. The appointment is for a duration of three years. Ninety percent of the position is set aside for research, and 10 percent for teaching.

### **Requirements**

- A doctoral degree or equivalent in a discipline relevant for the project. The doctoral dissertation must have been submitted for evaluation by the closing date. Appointment is dependent on the public defence of the doctoral thesis being approved.
- Fluent oral and written communication skills in English.
- Personal suitability and motivation for the position.
- The necessary competencies and skills (such as language) for the research project.

In assessing the applications, special emphasis will be placed on:

- The project's scientific merit and innovation
- The project's relevance to one or more research environments at IKOS
- The applicant's estimated academic and personal ability to complete the project within the timeframe
- Good collaboration skills
- Ability to participate in an interdisciplinary academic community

### **We offer**

- Salary NOK XXX – XXX per annum depending on qualifications ([lønnsstrinn 59-67 LO/YS/UNIO](#))
- A professionally stimulating working environment
- Membership in the [Norwegian Public Service Pension Fund](#)
- [Attractive welfare benefits](#)

## How to apply

The application must include

- Application letter describing the applicant's qualifications and motivation for the position
- Curriculum Vitae with grades listed (with a list of education, positions, teaching experience, administrative experience and other qualifying activities)
- List of publications
- Project description (3 - 5 pages). The project description must present a feasible progress plan. It is expected that the applicant will be able to complete the project during the period of appointment
- One academic publication (if such exists).
- Copies of educational certificates.

Diplomas, certificates, doctoral dissertation and other academic works may be requested later.

Please note that all documents must be in English or a Scandinavian language.

The application with attachments must be delivered in our electronic recruiting system, please follow the link "apply for this job". Applicants with education from a foreign university must attach an explanation of their university's grading system.

The short-listed candidates will be invited for an interview.

## Formal regulations

See also [Regulations concerning Post-Doctoral Research Fellowships](#).

Following the Freedom of Information Act (Offentleglova) § 25, Chapter 2, information about the applicant may be used in the public list of applicants even if the applicant opts out from the entry in the public application list.

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The University of Oslo aims to achieve a balanced gender composition in the workforce and to recruit people with ethnic minority backgrounds.

**Deadline: 28 February 2023**

**Contact persons:**

**Head of Research** [Jacob Høigilt](#)

HR-Officer

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