



UMEÅ UNIVERSITY

CAREER LEVELS, The ReaL – Program

STEP 1 - Researchers in an early stage of the research career

The ReaL - programme targets persons who are in an early stage of their careers in research and who seek to become successful researchers. Applicants usually have experiences from other research environments, such as a postdoctoral study or equivalent, preferably abroad. The applicant is currently raising his/her own funds with the ambition of securing external financial backing as well as establishing a research network or research group. You still have limited experience as a research leader and a supervisor, and limited experiences from working in committees, foundations or research councils. You should have teaching experience. Primarily, the programme targets persons who are currently employed as Assistant Professor/Associate Senior Lecturers (biträdande lektor), Researchers (forskare) or newly appointed as Associate Professor/Senior Lecturer (lektor). You should preferably have graduated between 2 to 6 years ago.

STEP 2 – Established Research Leader

The programme targets persons who have a small to medium sized network or research group, and who wants to develop as a research leader. Applicants should have a clear ambition to produce research results with a large impact. You should be a docent. You should have external financing. You should preferably have experiences from other universities and have a good national and/or international network. You are gaining experience as a research leader and supervisor. You have an emerging vision for your research field and have a strategy for your future research. You are starting to get experiences from work in committees, research foundations, evaluation committees or other administrative tasks. You should have teaching experience. You should be Associate Professor/Senior Lecturer (lektor) or relatively newly appointed as professor. You should preferably have graduated between 7 to 12 years ago.

STEP 3 – Distinguished Research Leader

The program targets persons who are in the process of becoming future competent research leaders. You have shown a potential to produce research results with a high impact. Applicants should have a clear ambition to be an authority within the research field and an internationally well-respected researcher. You are a visionary and have a clear plan for your research combined with a strategic leadership vision. You should have external financing and could be a leader of a research centre or a research environment. You should have a well-established research group or network and very good national and international contacts. You should be well-experienced with other universities, preferably international. You should be a well-experienced research leader and supervisor. You should have a strategic vision within your research field but also knowledge about research politics. You should have good experience of working in research councils, foundations, committees, evaluation committees or other administrative tasks, on a local and on a national level. You should have an ambition to take an active role in a national research organisation. You should be a good teacher and be involved in teaching. You should preferably be a professor and graduated more than 10 years ago.