



National Junior Faculty

**Recommendation from NJF concerning the new criteria for Biträdande Lektor position**

The National Junior Faculty (NJF) represents young faculty at Swedish universities and strives to promote the best possible career tracks for young researchers, so that outstanding science can be performed also in the future. NJF has noted the recent change in the Higher Education Ordinance (Högskoleförordningen) and appreciates the effort to ensure a fruitful future for young academics in Sweden. However, we would like to take this opportunity to point out that the current phrasing of the ordinance omits some important considerations.

Therefore NJF has the following recommendations regarding the change of the career structure, with the aim to include young researchers from diverse backgrounds into the Swedish academic system.

- 1) Regarding the deductible time for eligibility for a meriting position of Biträdande Lektor: We recommend that other exemptions besides sickness and parental leave should be allowed including but not limited to clinical and industrial placement.
- 2) Employment titles should be uniform nationally: Biträdande Lektor (sv), which will now be used by all universities in Sweden, should be translated to English as either Associate Senior Lecturer or Assistant Professor (eng), according to Högskoleförordningen. The next career level, Lektor (sv), should be translated as either (Senior) Lecturer or Associate Professor (eng).
- 3) In light of the change in eligibility criteria from a limit of 7 to 5 years after obtaining a PhD, we recommend that universities should provide adequate career services and leadership courses in order to ensure a sustainable and successful career development of young researchers in academia.

With kind regards,

Sara Hägg, Chair, National Junior Faculty

(On behalf of all national junior faculty members: Karolinska Institutet; Örebro University; Linköping University; Lund University; Sahlgrenska, Gothenburg University; Uppsala University; The Swedish Agricultural University)