

Executive Order on the Appointment and Assessment of Scientific Staff at the Geological Survey of Denmark and Greenland - GEUS

This Executive Order, issued pursuant to section 9 of Act No. 536 of 6 June 2007 on the Geological Survey of Denmark and Greenland, provides as follows:

Purpose

1. The purpose of this Executive Order is to establish the overall framework for the appointment and assessment of scientific staff and allow GEUS to develop and adjust its administrative appointment rules to the requirements in the particular subject fields and the specific appointment situations.

Scope

2.-(1) The provisions of this Executive Order apply to the appointment and assessment of staff for positions covered by the career structure for scientific staff at GEUS.

(2) GEUS will define internal rules that complement this Executive Order.

Advertisement

3.-(1) Vacant positions at professor level must be advertised internationally unless this is not advisable due to special circumstances of an academic nature.

(2) Vacant positions at the level of senior researchers and senior advisers must be advertised nationally or internationally, depending on the content of the positions in question.

Assessment

4.-(1) When appointing staff for positions at the level of professors, senior researchers and senior advisers and assessing the promotion of staff from researcher positions to senior researcher positions, the Managing Director of GEUS must appoint an assessment committee consisting of a chairman and two or four members. See however, sections 9 and 10 below.

(2) The Managing Director will appoint the chairman and the members and set a time limit for the committee's submission of its assessment. The majority of the members must be from outside GEUS, for instance from abroad, unless this is not advisable due to special circumstances of an academic nature.

(3) When appointing staff for other positions, the Managing Director will appoint an assessment committee or nominate one or more experts to carry out an overall, academic assessment of the applicants.

(4) In the appointment of PhD fellows, the PhD committee of the university of enrolment may constitute the assessment committee.

TRANSLATION

(5) Members of assessment committees and other experts must have insight into the academic field of the position at a level corresponding at a minimum to the level required for the position, but not below the level of senior researchers.

5.-(1) The assessment committee or the nominated experts must consider whether applicants are in possession of the qualifications in the areas of research, consultancy, communication and conducting research-based work for authorities, etc. which are required for the position according to its level in the career structure and also meet the other academic and professional qualification requirements listed in the advertisement. The assessors must submit a non-prioritised, motivated and written assessment of the applicants' relevant qualifications to the Managing Director. If the opinions of the members of a committee diverge, this must be indicated in the assessment.

(2) Solely the chairman, the members and possibly a secretary may take part in an assessment committee's work.

6.-(1) GEUS may set general rules for the documentation to be submitted to prove an applicant's qualifications, including rules on the volume of material which applicants may submit for their assessment.

Appointment

7.-(1) For the appointment of scientific staff at GEUS, the Managing Director must nominate an appointment committee. The chairman of the committee will be the responsible head of department (state geologist).

(2) Taking account of the assessment committee's results, the appointment committee will ask relevant applicants to attend an interview. When the interviews have been completed the appointment committee must prepare a prioritised recommendation to the Managing Director.

8. The Managing Director's appointment decision must normally be made not later than six months after the expiry of the closing date for application.

Appointments funded from external resources

9. If foundations or councils under the Ministry of Science, Technology and Innovation or non-government funding providers have granted at least half the funding required for the appointment of a person nominated by these funding providers, the Managing Director may appoint that person without advertising the position but based upon a positive academic assessment according to section 4(3).

Appointment and reappointment for a period of less than one year

10. Fixed-term appointment for a period up to one year is possible without any advertising of the position, provided that the candidate in question is assessed to have the academic qualifications required for the position as referred to in section 4(3) above. If the total appointment period including any reappointment exceeds two years – but three years in the case of international staff at professor or senior researcher level – the position must be advertised and filled on the basis of an expert assessment according to section 4(3).

TRANSLATION

Entry into force and interim provisions

11. This Executive Order enters into force on 1 August 2010 with effect for positions advertised and appointments made as from that date. Appointments for which the assessment is in progress must be completed on the basis of the rules previously in force.

Ministry of Climate and Energy, 17 June 2010

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