

# **Regulations concerning terms and conditions of employment for the posts of postdoktor (post-doctoral research fellow), stipendiat (research fellow), vitenskapelig assistent (research assistant) and spesialistkandidat (resident)**

Laid down by the Ministry of Education and Research on 31 January 2006 with amendments issued on 7 December 2006 pursuant to section 6-4, fourth paragraph, of the Act of 1 April 2005 No. 15 relating to universities and university colleges

## **Chapter 1 Provisions concerning the various posts**

### *Section 1-1 General provisions*

Pursuant to section 6-4 (1) (f) to (i) of the Act relating to universities and university colleges, appointment for a fixed term of years may be used for posts such as postdoktor (post-doctoral research fellow), stipendiat (research fellow), vitenskapelig assistent (research assistant) and spesialistkandidat (resident).

### *Section 1-2 Postdoktor (Post-doctoral research fellow)*

- (1) The main objective of appointment as a postdoktor (post-doctoral research fellow) is to qualify for work in senior academic posts. Appointees are required to hold doctoral degrees.
- (2) Use of posts such as postdoktor (post-doctoral research fellow) is restricted to institutions with the right to award doctoral degrees.
- (3) When applying for a post-doctoral research fellowship, the applicant shall submit a project proposal for the qualifying work. This proposal shall include a progress plan. It is required that the applicant will be able to complete the project during the period of appointment.
- (4) The fixed term of the appointment shall be from two to four years. In the case of an appointment for more than two years the employer shall decide whether the employee shall be assigned compulsory duties in the form of teaching and similar work and the scope of any such compulsory duties.
- (5) A plan shall be prepared for the implementation of the project that constitutes the basis on which appointment to a post-doctoral research fellowship is made. This plan shall be included as part of, or as an annex to, the contract of employment for the fixed-term post and shall include a project description and progress plan.
- (6) The scope of any compulsory duties must be set out in the plan.
- (7) The plan must include information concerning the person(s) responsible for academic supervision of the employee. Both the supervisor and the employee are obliged to notify the employer of any failure to carry out the plan.

### Section 1-3 *Stipendiat (Research fellow)*

- (1) The objective of a research fellowship is completion of research training to the level of a doctoral degree.
- (2) The objective of a research fellowship in the arts within the Programme for Research Fellowships in the Arts is an academic qualification at the level of associate professor.
- (3) The normal fixed term of appointment is four years with 25 per cent compulsory duties. The period of appointment shall include three years of pure research training.
- (4) The appointing authority shall decide the total length of the period in each case. Due consideration shall be paid to the scope of the compulsory duties, the necessary time frame and plan for completion of the project and the financial basis of the project.
- (5) A shorter period of appointment may be decided when the research fellow has already completed parts of his or her research training programme or when the appointment is based on a previous qualifying post (research fellow, research assistant, or the like) in such a way that the total time used for research training amounts to three years.
- (6) Within the Programme for Research Fellowships in the Arts the research fellowship period is stipulated to be three years.
- (7) Should the employer decide in a specific case to grant an application for 50 per cent or more part-time employment during the whole or part of the period, the period of appointment may be extended in such a way that research training or artistic development work is equal to three years full-time equivalent.
- (8) Admission to a doctoral degree programme is a condition for appointment as a research fellow. The final plan for research training shall be approved and regulated by contract at the latest three months after the appointment is taken up. The final date for admission to a doctoral degree programme must be stated in the contract of employment. The final date for submission of the final plan for the research training shall also be stated. The plan shall state the name of the person assigned the duty of supervising the research fellow. If an agreement concerning admission to a doctoral degree programme has not been concluded within the time limit stated in the contract of employment, this may give grounds for termination of the contract of employment by the employer.
- (9) Transfer to another doctoral degree programme may only be carried out by agreement with the employer. Transfer to a doctoral degree programme other than that stipulated by the contract of employment except by agreement with the employer may give grounds for termination of the contract of employment.
- (10) Admission by the board of the Programme for Research Fellowships in the Arts is a condition for appointment as a research fellow within the research fellowship programme for the arts.
- (11) Each year, a report shall be submitted concerning the progress of the organized research training. The research fellow and supervisor are jointly responsible for the report.