
CALL FOR PROPOSALS

REKRYTERINGAR 24

- The application should be submitted to the Knowledge Foundation before **15:00 on 12th of November 2024**.
- Funding decisions will be announced in March 2025.
- After signing of agreement, approved projects may start on 1st of May 2025, at the earliest, and on 1st of September 2026, at the latest.

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About the Knowledge Foundation

The Knowledge Foundation is a funder with the mission to strengthen Sweden's competitiveness. The foundation funds research and competence development at Sweden's university colleges and newer universities when it takes place in collaboration with the business sector. The Foundation's calls are open to all scientific and artistic subject areas.

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The programme Rekryteringar

Solving future societal challenges requires both cutting-edge research results and a higher education of high quality. To achieve this, Sweden's universities and university colleges (henceforth called *universities* in the call text) need to be able to employ researchers and teachers who can contribute with relevant knowledge and competence. The Knowledge Foundation therefore offers funding through the programme Rekryteringar in order to make it easier for universities to make strategically important recruitments of key expertise. The programme enables the supply of new competence and new opportunities for collaboration and exchange. In this way, an influx of new perspectives and questions is created, that both contributes to more dynamic research environments and better connects the education to practice and professions.

Objectives of the programme

An overarching objective of the programme Rekryteringar is to promote mobility as well as to strengthen and develop the capacity of the applicant research and educational environment for research and education with relevance to the business sector. In addition, the individual forms of employment within Rekryteringar have the following specific objectives:

- The objective of recruiting an *associate senior lecturer, senior lecturer or professor* is also to provide the academic environment with key expertise in the long term.
- The objective of recruiting an *international visiting professor* is also to establish collaboration with a strategically important international academic environment.
- The objective of recruiting an *adjunct professor/senior lecturer* is also to establish or deepen collaboration with a strategically important business partner, as well as to exchange knowledge and competence between the academic environment and the business sector.

The programme's purpose and contribution to strong research and education environments

The Knowledge Foundation seeks to support the development of strong research and education environments that create value for academia, the business sector, and the society. All the Knowledge Foundation's programmes contribute in different ways to establishing and maintaining environments with a strong national and international scientific or artistic position in the long term, which also constitutes a profile area for the university. For more information on the Knowledge Foundation's view on strong research and education environments, go to www.kks.se.

The specific purpose of the programme Rekryteringar is to strengthen the scientific position and profile of an academic environment by contributing with renewal.

Project design

The programme offers funding for five different forms of employment (see also table below):

- Associate senior lecturer
- Senior lecturer
- Professor
- International visiting professor
- Adjunct professor/senior lecturer with placement at a university or at a business partner

Associate senior lecturer, senior lecturer and professor

The university applies for funding to partially finance an employment at the university. The position should be publicly announced if granted funding from the Knowledge Foundation. The individual to be recruited must not be identified at the time of application, except in the case of a so-called summoning procedure.

Individuals who may be considered for employment as associate senior lecturer, senior lecturer or professor must meet the qualifications set out in the Higher Education Ordinance and in the appointments procedure of the applicant university. In addition, the following applies:

- For recruitment to the position as associate senior lecturer, the employment period should be four years. A shorter employment period must be specifically justified.
- For recruitment to the position s professor, a summoning procedure may be applied. In such case, this must be clearly described in the application.

The person must be employed full time by the university and a plan for what tasks that will be included in the employment must be presented in the application. The application must also describe how the planned recruitment relates to needs of knowledge development in the business sector.

International visiting professor

The university applies for funding to recruit a person already identified at the time of application, who is to be employed or appointed to the university. The qualifications of the intended person should be assessed as sufficiently strong to contribute to further positioning of the education and research environment.

The recruitment aims to stimulate new international networks and contacts. Only persons who, at the time of application, primarily work in countries outside of Sweden may be considered as international visiting professor. Individuals who may be considered for an employment or appointment as international visiting professor must meet the requirements of the university's appointments procedure. The recruitment process must also follow the appointments procedure of the university. If a peer review is required, the review may be performed after the Knowledge Foundation has rendered a positive decision.

The recruitment of an international visiting professor should be part of a long-term strategy to, for example, build a collaboration between the visiting professor's home university and the host university. Given the relatively short funding period of the programme, the university is encouraged to already during the stay of the visiting professor plan for continued joint activities with the home university, with the aim of building a long-term collaboration that extends beyond the individual recruitment.

The application should include a plan for the visiting professor's activities during the stay at the host university. The plan should include a description of the focus of the stay, planned tasks or activities, as well as a description of how the planned recruitment relates to need of knowledge development in the business sector.

Adjunct position

The Knowledge Foundation offers funding for the employment/appointment as adjunct professor or senior lecturer from the business sector to a university. Correspondingly, funding is offered for employment/appointment of adjunct professor or senior lecturer from a university to the business sector. The intended person must be identified in the application.

Individuals who may be considered for an adjunct position at a university must meet the requirements of the university's appointments procedure, also regarding qualifications/academic merits. The recruitment procedure must also follow the appointments procedure of the university. If a peer review is required, the review may be performed after the Knowledge Foundation has rendered a positive decision. For adjunct positions to the business sector, only professors and senior lecturers at the applicant university may be considered.

In order for the adjunct position to become the strategic resource that the programme is aiming for, the collaborating business partner must be or intend to become, a long-term partner to the university's research and education environment. This ambition for long-term cooperation means that neither

small consulting companies nor companies of sole proprietorships are suitable as business partners within this form of employment.

The adjunct professor/senior lecturer from the business sector to a university should, for the part of the employment funded by the Knowledge Foundation, be involved in one or more of the following activities at the university:

- **Research:** Conduct research and contribute to joint applications or project proposals.
- **Education:** Engage in education or supervision at second cycle level or above, for example by contributing with a business perspective in teaching, participating in course and programme development, or initiating business related academic degree projects.
- **Management:** Participate in the management of the university, for example by contributing to strategic development.

The adjunct professor/senior lecturer from a university to the business sector should, for the part of the employment funded by the Knowledge Foundation, be involved in one or more of the following activities at the collaborating business partner:

- **Research:** Conduct research or research-related development of e.g., products, processes, or services.
- **Competence development:** Participate in competence development activities or activities for provision of competence, which can be related to education at second or third cycle level.

Terms of employment Rekryteringar

Form of employment	Terms of employment	Employment period	Employment rate
Associate senior lecturer	The person must be employed as Associate senior lecturer (<i>biträdande lektor</i>) according to the Higher Education Ordinance and the appointments procedure of the university.	Normally 4 years (2–4 years could be accepted, see above)	100 %
Senior lecturer	The person must be employed as Senior lecturers (<i>lektor</i>) according to the Higher Education Ordinance and the appointments procedure of the university.	2–4 years	100 %
Professor	The person must be employed as Professor according to the Higher Education Ordinance and the appointments procedure of the university.	2–4 years	100 %
International visiting professor	The person must be employed/appointed as Visiting professor (<i>gästprofessor</i> or equivalent) according to the Higher Education Ordinance and the appointments procedure of the university.	3–12 months	25–100 %
Adjunct professor/Senior lecturer from business to university	The person must be employed/appointed as Adjunct professor/Senior lecturer (<i>adjungerad professor/lektor</i>) from the business sector according to the appointments procedure of the university.	1–3 years	20–50 %
Adjunct professor/Senior lecturer to business from university	The person must be employed/appointed at the business partner. Only professors or senior lecturers at the applicant university may be considered.	1–3 years	20–50 %

Terms and conditions

Applicants

Sweden's university colleges and newer universities¹ may apply. The Knowledge Foundation welcomes applications within all subject areas. When the application concerns an artistic research domain, the concept *scientific* is to be replaced by *artistic* in the call text.

Participation of the university

For recruitment to the positions as associate senior lecturer and senior lecturer, the university *may* co-finance the costs between 0-50 percent. For recruitment to positions as adjunct professor/senior lecturer from the business sector to a university and international visiting professor, the university *must* co-finance the costs with 10 percent.

Co-financing from the university should mainly be used to cover actual salary and premises costs for the recruited person. Co-financing from the university can also refer to other direct costs for, e.g., traveling, material, equipment, or communication, and should not exceed SEK 100,000 annually per full-time position. In the case of part-time employments, the amount for such costs will be reduced accordingly: thus, the maximum amount will be 50,000 SEK for a 50 percent employment rate.

In order for the recruitment to contribute to the development proposed in the application, the university must, for all forms of employment, ensure that there are adequate organisational conditions for the employment.

For all forms of employment, including adjunct professor/senior lecturer from a university to the business sector, there must be a project manager employed at the university that should be operationally responsible for the implementation of the project. At the university, there must also be an appointed project owner. The project owner, who must have staff and budget authority at a senior level at the university, is responsible for ensuring proper conditions for the implementation of the project, and for monitoring the implementation. The project manager and the project owner should not be the same person.

Participation of business sector and other partners

The project must be conducted in co-production with the business sector. For more information on the Foundation's view on co-production, go to www.kks.se.

To ensure that the project is designed in relation to the needs of development in the business sector, the project requires an engagement and involvement of external partners. At least one external partner must therefore, depending on the form of employment, co-finance or participate in the project. However, the application is usually strengthened if several mutually independent partners support the recruitment. The participation and contributions of the partners must be clarified in the project description.

Regarding *co-financing* by external partners, the following applies:

Professor: The business actors' total co-financing *must* correspond to at least 50 percent of the project's total costs.

¹ Blekinge Institute of Technology, Dalarna University, Halmstad University, Jönköping University, Karlstad University, Konstfack, Kristianstad University, Linnaeus University, Malmö University, Mid Sweden University, Mälardalen University, Royal College of Music in Stockholm, Royal Institute of Art, Stockholm University of the Arts, Swedish Defence University, Swedish School of Sport and Health Sciences, Södertörn University, University of Borås, University of Gävle, University of Skövde, University West, Örebro University

Adjunct professor/senior lecturer from a university to the business sector: The business actors' total co-financing *must* correspond to at least 10 percent of the project's total costs.

Associate senior lecturer or lecturer: Business actors' *may* co-finance the project in the range of 0-50 percent.

Clarification of the criteria for co-financing business actors² can be found on the Foundations' homepage (www.kks.se).

The co-financing from the business actors should mainly be used to cover actual salary and premises costs for the recruited person. Co-financing from the business actors can also refer to other direct costs for, e.g., traveling, material, equipment, or communication, and should not exceed SEK 100,000 annually per full-time position. In the case of part-time employments, the amount for such costs will be reduced accordingly; thus, the maximum amount will be 50,000 SEK for a 50 percent employment rate. The co-financing must consist of monetary means.

All co-financing business actors must, in the application, clearly demonstrate that the organisation has adequate conditions to fulfil the obligations described in the project plan and budget. Therefore, they must attach signed letters of intent where the contributions to the project are described and motivated. Specified co-financing must also be certified in the letters of intent (see also instructions for *Appendices to the application* below).

For forms of employment where co-financing from the business sector is *not* a requirement, all kinds of partners are welcome to participate in the project. These participating partners bear their own costs related to the project but should also attach signed letters of intent where the contributions to the project are described and motivated.

Any connections, such as financial or personal links, between for example participating partners, between any partner and university, or between any partner and individual project participant(s), must be stated and clarified in the application form and the project plan. Any dual roles must be clarified. Specify, for example, company connections, share ownership, board positions, employment, or consulting activities.

Financial framework and budgeting

Funding from the Knowledge Foundation may only be used for employment at the university or appointment of adjunct professor/senior lecturer from a university to the business sector according to the relevant form of employment. When employing or appointing adjunct professor/lecturer or international visiting professor, the funding from the Foundation may be used to reimburse the business partner/foreign university for the time the adjunct professor/senior lecturer or visiting professor is appointed at the host university.

Funding from the Knowledge Foundation can only cover the recruited person's involvement in research, educational activities at second or third cycle level, participation in the management of the university or initiatives for competence development at collaboration partners. Teaching activities at undergraduate level (first cycle) may be part of the tasks but *cannot* be funded by the Knowledge Foundation.

Budgeting of funds must follow the instructions presented in the document *General terms and conditions for projects funded by the Knowledge Foundation* (found on www.kks.se). The application should not include overhead costs (OH). An OH surcharge of 20 percent will be added and included in the agreement proposal if the application is granted by the Foundation.

² Criteria for co-financing business actors have been updated prior to the call 2024.

Funding arrangements for Rekryteringar

Form of employment	Principles of funding	Funding from:			Maximum funding from KKS/year (12 months) OH. excl.
		KKS	Business actors	University	
Associate senior lecturer	KKS funds half of the total costs, the second half by business sector (monetary means) and/or university.	50 %	0–50 %	0–50 %	600,000 SEK
Senior lecturer	KKS funds half of the total costs, the second half by business sector (monetary means) and/or university.	50 %	0–50 %	0–50 %	700,000 SEK
Professor	KKS funds half of the total costs, the second half by business sector (monetary means).	50%	50%		800,000 SEK
International visiting professor	KKS funds 90 % of the total costs and the university the rest.	90 %		10 %	1,200,000 SEK (if 12 months fulltime)
Adjunct professor/Senior lecturer from business sector to university	KKS funds 90 % of the total costs and the university the rest.	90 %		10 %	800,000 SEK (at 50 % employment rate)
Adjunct professor/Senior lecturer from a university to business sector	KKS funds 90 % and the business sector the rest.	90 %	10 %		800,000 SEK (at 50 % employment rate)

Application

The application should be submitted via the project manager's account in the Knowledge Foundation's application system *SBS Manager* (www.kks.se). Supplementing the application after the closing date of the call is not possible.

Commence the project title in the application form with the *employment form* and *subject area*, for example 'International guest professor in Building Production' or 'Associate senior lecturer in History of Art'.

Appendices to the application

The following appendices (as PDF files) should be attached to the application in the same order as below. The structure of the appendices must follow the headings specified for each appendix. Under each heading, the main characteristics of the information that the Foundation expects are stated. However, applicants may provide supplementary information that is deemed appropriate based on the direction of the call.

The appendices of the application may be written in Swedish or English.

Note that all body text in Appendices 1 and 2 must follow the format font Arial, font size 11 pt, and single line spacing.

Appendix 1. The project's contribution to the research and education environment(s) (may not exceed 2 pages, see instructions below if several environments apply jointly)

To be uploaded under *Appendix 1. The project's contribution to the research and education environment(s)*.

This appendix should be written jointly by the head of the research and education environment and the project manager. If a project is applied for jointly by several environments, all environments must be described. However, the appendix may only be extended by a maximum of half a page per additional environment. Emanate from the group or environment where the project has its closest context. Frame the description based on the below headings.

1.1. The project's contribution to the development of the research and education environment(s)

Describe how the project will contribute to the development of the research and education environment and its activities. The connection to the objectives and purpose of the call must be clearly stated. It must be made clear in what way the project adds value in relation to previous and ongoing projects within the environment, especially projects with the same project manager.

1.2. The research and education environment(s) where the project will be conducted

Describe the environment's current status and ambition.

a) Current status and results over the past five years (area of activity and direction for related research and education within the environment, staff composition, scientific production, development of educations, funding, collaborative- and business partners etc.)

b) Ambition and objectives for the further development of the environment.

Appendix 2. Project plan (may not exceed 4 pages)

To be uploaded under *Appendix 2. Project plan*. The project plan must be page numbered. Any references (in legible font size) must be included within the page limit.

The project plan should be formulated with the following outline and headings:

Plan for recruitment and employment

For associate senior lecturer, senior lecturer and professor, present a timetable for the appointment, the announcement text, and a plan for recruitment outside the applicant university. If a summoning procedure is to be used, this must be described.

For international visiting professor, present how the recruitment will take place with reference to the appointment procedure of the applicant university. Also include a plan of the time periods when the international guest professor will be present at the host university, as well as the employment rate of the professor.

For adjunct positions, present how the recruitment will take place with reference to the appointment procedure of the applicant university. For adjunct positions, the starting date of the adjunct position, as well as the employment rate should be stated.

Describe the practical and organisational conditions for the employment that will be in place.

Present a brief risk analysis for the project.

Tasks

Describe the tasks that will be included in the employment or appointment, as well as other requested information based on the form of employment applied for.

Describe the participating partners and how they will be involved in the project. Describe how the project relates to the needs of knowledge development in the business sector.

If the university has previously been rejected on a similar Rekryteringar application, and now reapplies, this must be stated along with comments on how the assessment panel's previous remarks are being considered in the current application.

Appendix 3. Qualifications (may not exceed 1 page per person)

To be uploaded under *Other appendices*.

The requirement to attach qualifications to the application only applies to those forms of employment where the intended individual is already identified at the time of application, i.e. position as international guest professor (in the case of a summoning procedure) or for adjunct positions.

The Foundation applies a broadened review of merits and advanced assessment of research and researchers (more information on www.kks.se). All academically active participants should therefore present a selection of the merits and experiences that are the most relevant to the project and the programme form. *For example*, emanate from the following categories:

- **Degrees**
- **Positions**
- **Research output:** select at most ten (10) research results/outputs. In addition to scientific publications, this could be for example: documented artistic merits, instrumental- or product development, data set, software, patent, process- or policy development, as well as implementation of research results.
- **Educational activities:** pedagogical qualification including, for example, teaching, training and supervision, education development including development of open teaching resources and learning objects (learning and teaching materials).
- **Cooperation:** with academia, the business sector, or other societal actors, as well as communication efforts.
- **Management:** project management, activity development, assessment assignments, centre management, department assignments, granted funding.

Appendix 4. Letters of intent (approximately 1 page per partner)

To be uploaded under *Other appendices*.

Signed letter of intent from each of the participating partners must be attached. Each letter of intent must include:

- needs and motives for participation,
- contributions and participation in the implementation of the project,
- expected results and benefits of participation, and
- total contribution (primarily through in-kind contributions). In projects where co-financing is required, the total amount must be stated.

Letters of intent should either be signed manually or electronically by, for example, GetAccept, ebox, or similar systems.

Appendix 5. Signatures from the university (appendix template)

To be uploaded under *Other appendices*.

The application must be signed by the project manager and the project owner. The project manager's signature implies responsibility for the described implementation. The project owner assures through his/her signature that the university approves the project and will be involved according to the project description.

Appendix template for signatures is downloaded from the Foundation's website, www.kks.se. The signature appendix should either be signed manually or electronically by, for example, eduSign, GetAccept, ebox, or similar systems.

Preparation and assessment

The application will be reviewed by the secretariat of the Knowledge Foundation to ensure that the formal requirements are met. If these are met, an external assessment panel will conduct an overall assessment based on the assessment criteria below. Funding decisions are made by the Foundation's CEO after recommendation by the external assessment panel.

Formal requirements

The application must meet the following requirements before the Knowledge Foundation will consider it for evaluation. Applications that do not meet the requirements, will be rejected for formal reasons.

- The applicant university must belong to the Knowledge Foundation's target group.
- The project manager must have a doctoral degree and be employed at the applicant university at the starting date of the project.
- The application must include appendices according to the call instructions.
- At least one external partner must co-finance or participate in the project.
- Co-financing business actors must fulfil the criteria set by the Knowledge Foundation.³
- Signed letters of intent from all participating partners should be attached. Specified co-financing should be certified in the letters of intent from co-financing partners.
- Co-financing from business actors and/or university must correspond to what is stated in the call text.
- Employment period and employment rate must follow the instructions of the call.
- For adjunct positions, recruitments may not be from or to companies of sole proprietorship.
- Projects may start (recruited person should be on site) on 1st of May 2025, at the earliest, and on 1st of September 2026, at the latest.
- The application must be signed by the project owner and the project manager.

Assessment criteria

Strong research and education environment

- To what extent is the project expected to contribute to the short- and long-term development of the research and education environment?
- To what extent is there a clear description of the research and education environment's current status?
- To what extent is there an adequate ambition for the development of the research and education environment?

Scientific quality⁴

- To what extent is the project expected to contribute to strengthening the scientific position and profile of the research and education environment?

Benefits to the business partners

- To what extent is the project designed in relation to needs of knowledge development in the business sector?

³ More information on www.kks.se.

⁴ When the application concerns an artistic research domain, the concept *scientific* is replaced by *artistic* in the call.

- To what extent is the involvement of the business sector adequately and sufficiently comprehensive?

Implementation

- To what extent has the university created practical and organisational conditions for the employment to contribute to development?
- How appropriate and realistic is the risk analysis?