Tutkimusneuvoston kokous 10/2025

Aika   15.10.2025 klo 10.00–11.29
Paikka   Teams

Tutkimusneuvoston jäsenet:
tutkimusrehtori Matti Latva-aho, puheenjohtaja (pois lukien kohta 4.2)
professori Anu Eskelinen
professori Heli Jantunen (puheenjohtaja kohdassa 4.2)
~~professori Juhani Junttila~~
professori Sanna Järvelä (poistui klo 11.15)
professori Johanna Myllyharju
apulaisprofessori Satu Ojala
professori Petteri Pietikäinen
professori Juha Tuunainen
väitöskirjatutkija Jarkko Impola (~~väitöskirjatutkija Seevali Nishantha Beli-galage~~)

Muut:

hallinnollinen koordinaattori Mari Katvala, sihteeri

1§ Avaus: Kokouksen laillisuus ja päätösvaltaisuus
(esittelijä Mari Katvala)

Kutsu kokoukseen ja esityslista liitteineen on lähetetty 10.10.2025. Hallintoelin on päätösvaltainen, kun puheenjohtaja mukaan luettuna vähintään puolet jäsenistä on läsnä.

Päätösesitys: Tutkimusneuvosto toteaa kokouksen laillisesti kokoon kutsutuksi ja päätösvaltaiseksi.

Päätös: Tutkimusneuvosto totesi kokouksen laillisesti kokoon kutsutuksi ja päätösvaltaiseksi.

2§ Kokouksen esityslistan hyväksyminen
(esittelijä Mari Katvala)

Päätösesitys: Esityslista hyväksytään.

Päätös: Esityslista hyväksyttiin.

3§ Tehtävien täyttöjen hyväksyminen – nimitysesitykset
(esittelijä Mari Katvala)

3§ Esitykseen liittyvät dokumentit ovat nähtävissä Tutkimusneuvoston-Teams -työtilassa. Ks. myös yliopiston ohjeet Patio-intranetissä: Palvelut ja ohjeet/Henkilöstö/Rekrytointi: Palvelukortit "Rekrytointiohje" ja "Professorin rekrytointi".

3.1 Nimitysesitys: Tenure Track Assistant or Associate Professor or Full Professor in Language use and comprehensive security (Profi 8, SafeEarth)

FILLING THE FIVE-YEAR POSITION OF A Tenure Track Assistant or Associate Professor or Full Professor in Language use and comprehensive security, VARBI ID Number: 2025/248

The SafeEarth Management group declared the tenure track assistant or associate or full professor position open for applications. The project is a part of the Profi 8 programme funded by Research Council of Finland and University of Oulu. The position was at first open externally during 1.4.2025 – 6.5.2025. To receive more applications, six week's application period was selected.

The job advertisement for the position is described as follows (ks. koko ilmoitus kokouksen Teams-työtilasta):

> *Tenure Track Assistant or Associate Professor or Full Professor in Language use and comprehensive security to join us in SafeEarth Research Programme at the University of Oulu (Finland).*
>
> *The programme forms a part of our national profiling actions supported by the Research Council of Finland.*
>
> *The University of Oulu has recently launched a new multifaculty strategic research programme, SafeEarth.* **SafeEarth aims to discover novel ways to recognise and tackle safety and security threats** *by studying 1) how solar storms with sudden energy releases and particle bursts create natural hazards on different timescales from seconds to centuries, 2) how the effects of humanmade attacks, especially in the cyberspace, can be minimised, and 3) how language, communication and information practices enable protective actions.*
>
> *About the job*
>
> *As an Assistant/Associate/Full Professor, you will:*
>
> - *develop and sustain research, scholarly and creative activities leading to academic publications and public-facing outreach initiatives*
>
> - *establish research partnerships across disciplinary boundaries in Finland and internationally*
>
> - *collaborate in service to SafeEarth programme, faculty, and university*
>
> - *communicate research results to the academic community, user groups and general public*
>
> - *develop and teach undergraduate, master's and doctoral level courses*
>
> - *supervise undergraduate and graduate students*
>
> - *support the strategic aim to renew the scientific profile of the university and to promote multi- and interdisciplinary research approaches.*

The number of total applications received was 21.

Recruitment committee

The SafeEarth management group and leaders discussed and invited between 1.4.-13.5.2025 the members for the recruitment committee. The leader of the programme, Eija Tanskanen, sent the suggestions to Secretary of Profi 7 and 8 Strategic Steering Committee Anne Salmi in 16.5.2025. In their meeting 21.5.2025, Profi 7 and 8 Strategic Steering Committee appointed the following committee to prepare the recruitment:

Internal members of the recruitment committee (RC):

1. Paula Rossi, Dean, Professor, Faculty of Humanities, Chair

2. Kimmo Halunen, Professor, Information Technology and Electrical Engineering, Biomimetics and Intelligent Systems

3. Jari Sivonen, Professor, Faculty of Humanities, Finnish Language

External members:

- Maija Hirvonen, Professor, Tampere University

- Esa Lehtinen, Professor, University of Jyväskylä

Reserve member: Aki-Mauri Huhtanen, Professor, National Defense University

Other participants in the recruitment committee:

- Emilia Markkula, HR representative

- Emma Bruus, Coordinator, Secretary of the Recruitment committee

After the application period, the recruitment committee familiarized with the application documents. In the first recruitment committee's meeting 27.5.2025, following 5 applicants for this call were excluded from further consideration, as they did not follow the documentation guidelines described in the application.

After the preliminary content analysis, the recruitment committee familiarized with candidates' publication analysis made by university Bibliometrics during 7.5.-30.5.2025 Based on the applicants' documents and Bibliometrics analysis, as well as careful evaluations of each candidate, the committee selected the candidates who best fulfilled the criteria of the call. In their meeting 4.6.2025 RC chose the following four candidates to be shortlisted and sent for academic external evaluations:

- Postdoctoral Researcher, PhD Antti Kamunen, University of Oulu, Finland

- Postdoctoral Researcher, PhD Antti Kanner, University of Turku, Finland

- Postdoctoral Researcher, PhD Iira Rautiainen, University of Oulu, Finland

- Postdoctoral Researcher, PhD Jennifer Schuman, University of Fribourg, Switzerland

Twelve applicants were excluded due to not meeting the criteria, primarily because of insufficient teaching proficiency, lack of experience in comprehensive security, or limited multidisciplinary research.

The academic evaluations conducted by external experts sought to find field-specific insight on the academic merits of the applicants, in relation to the open position.

External evaluation

The external evaluation provides research area-specific expert information on the applicants' academic merits in relation to the position applied for. Based on the SafeEarth research program's focus on language use, communication and security, the Dean invited the following three experts to conduct the evaluations:

- Professor Kristin Halvorsen (F), Norwegian University of Science and Technology, Department of Language and Literature

Kristin Halvorsen is a full professor in the Department of Language and Literature, Faculty of Humanities. Professor Halvorsen is a researcher and teacher in the field of Applied Linguistics with a focus on discourse analysis of professional practice. She is interested in the role of language and communication in the workplace and within a variety of organizational settings.

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- Professor Paul Luff (M), King's College London, United Kingdom

Paul Luff is a Professor in Organisations and Technology at King's Business School. His research draws on video-based ethnography to understand work practices with technologies in a range of settings. These studies include complex, often sensitive work environments including those in the health sector, the financial industries and in control rooms. His research contributes to understanding the challenges and opportunities for designing and deploying novel technologies in work settings as well as supporting the development of novel methods for prototype systems.

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- Professor Constadina Charalambous (F), European University of Cyprus

Dr. Constadina Charalambous is an Associate Professor of Language Education & Literacy at the European University of Cyprus. She has long experience in working with refugees, migrants, diasporas and marginalised groups in several projects (both EU funded and locally funded) on: Peaceful Coexistence & Social Justice, Literacy development, Social Inclusion for migrants, Europeanization and Intercultural readiness, and Intercultural Language Pedagogies. Her work has dealt with issues of cultural heritage and especially when there are conflicting narratives around it.

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In order to check possible disqualifications between the evaluators and candidates, they were checked by utilizing a report produced by the bibliometrics team of the university library. Next, the experts were asked to inform

of any disqualifications / conflict of interests (COI) while receiving the candidate details, and lastly, the candidates were also asked to evaluate COI situation between them and the evaluators.

The evaluations were conducted between 23.6.2025-28.7.2025. To guarantee transparency of the process, evaluations were also sent to the candidates.

Summary of the results and key insights of the evaluations:

Antti Kamunen reached overall ratings of 6/6/5.5, whereas candidate Iira Rautiainen reached overall rating of 5.8/6/5.7. Of the rest of the evaluated applicants, Jennifer Schumann reached overall grade of 5.6/5.5/5 and Antti Kanner 5.4/5/4.

For average rating were evaluated as follows:

- Kamunen: 5.79/5.86/5.13

- Rautiainen: 5.69/5.64/5.07

- Schumann: 5.34/5.29/4.46

- Kanner: 5.33/4.79/3.61

Grades of scientific activity:

- Kamunen: 6/6/5.7

- Rautiainen: 5.8/6/5.7

- Schumann: 5.7/6/5

- Kanner: 5.5/5/4

The evaluators' recommended ranking for the applicants, grouped based on the position level:

	Kristin Halvorsen	Paul Luff	Constadina Charalambous
1st	Antti Kamunen	Iira Rautiainen	Antti Kamunen
2nd	Iira Rautiainen	Antti Kamunen	Iira Rautiainen
3rd	Jennifer Schumann	Jennifer Schumann	Jennifer Schumann
4th	Antti Kanner	Antti Kanner	Antti Kanner

Evaluation documents and the recruitment committee's numerical summary of the evaluations can be found in Teams file [3 external evaluatios + summary]. The numeric evaluations were discussed with Constadina Charalambous, since the evaluations of individual applicants and the numeric summary document seemed contradictory. The evaluator noted that the

evaluations of Antti Kamunen and Antti Kanner were mixed up in the numeric summary document uploaded to Varbi recruitment system. The numeric summaries were corrected in agreement with the evaluator.

In their meeting 6.8.2025, based on evaluations and the research committee's careful considerations, the recruitment committee decided to invite 2 candidates, Iira Rautiainen and Antti Kamunen to be interviewed on-site at Oulu University. Interview invitations were transmitted to the candidates together with their evaluation documents on August 11th.

Before the interview, both candidates were instructed to perform a 20-minute teaching demonstration directed to postdoc -audience. The teaching demonstration's title, "Introduction to the SafeEarth -theme", was provided by the recruitment committee. The evaluation criteria for the teaching exam (the quality of teaching material, clarity of the presentation, interaction with the audience, factual contents and answers to the presented questions) were communicated to the participants.

Interview and exam for Iira Rautianen was scheduled for Thu 4th of September and for Antti Kamunen Tue 9th of September. Emma Bruus served as interview secretary. All the recruitment committee members participated in the interviews. Recruitment committee members working in Oulu were present in lecture room and external members participated online.

The interview primarily concentrated on gaining a deeper insight into the candidate's qualifications pertaining to the vacant position, as well as his/her work approach and the motivation behind his/her application for the role. Furthermore, the interviewee was encouraged to share his/her insights on how their research connects with the programme's goals and multidisciplinary topics.

Following the first teaching demonstration on 4 September, the recruitment committee convened and rated Rautiainen's performance 3 out of 5. After the second demonstration on 9 September, the committee assessed Antti Kamunen's presentation and assigned a score of 4 out of 5. Subsequently, the committee held a decision meeting to compare applications, evaluations, interviews, and teaching demonstrations.

Summary

Below is a summary of the candidates' strengths for the position, along with the rationale behind the recruitment committee's decision.

Primary candidate, Postdoctoral Researcher, PhD Antti Kamunen has been employed at the University of Oulu since 2014 and has served as a postdoctoral researcher since 2020. He possesses a strong background in pedagogical studies and has experience supervising both BSc and MSc theses.

Dr. Kamunen has authored 19 research publications, 14 of which are peer-reviewed. Many of these are closely aligned with the themes of the SafeEarth programme, including communication, conversation analysis, and security.

Reserve candidate, Postdoctoral Researcher, PhD Iira Rautiainen has been employed at the University of Oulu since 2016 and has held the position of postdoctoral researcher since 2023. She has broadened her research into adjacent fields and also has experience supervising BSc and MSc theses.

Dr. Rautiainen has published 20 research papers, 10 of which are peer-reviewed. Several of her works also relate to the SafeEarth programme's focus areas of communication, conversation analysis, and security.

Justifications for selection

Based on the application materials, external expert evaluations, and interviews conducted by the recruitment committee, Postdoctoral Researcher, PhD Antti Kamunen is proposed as the primary candidate for the Tenure Track Assistant Professor position.

Dr. Kamunen demonstrates a scientifically productive and promising profile, with a strong network of collaborators in safety-related research and proven teaching competence.

Should the primary candidate decline the position, the committee proposes Postdoctoral Researcher, PhD Iira Rautiainen as the reserve candidate.

Profi 8 ohjausryhmä puoltaa päätöstä.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esityksen Antti Kamusen nimittämisestä tehtävään assistant professor -tasolle. Hänen kieltäytymisensä varalle tutkimusneuvosto hyväksyi varaehdokkaaksi Iira Rautiaisen.

3.2 Nimitysesitys: Tenure Track assistant or associate professor in environmental hydraulics and/or ecohydrological modelling (Profi 8, SAFIRE)

FILLING THE FIVE-YEAR POSITION OF TENURE TRACK ASSISTANT OR ASSOCIATE PROFESSOR IN ENVIRONMENTAL HYDRAULICS AND/OR ECOHYDROLOGICAL MODELLING, VARBI ID Number: 2025/259

The SAFIRE management board declared the tenure track assistant or associate professor position open for applications. The project is a part of the Profi 8 programme funded by Research Council of Finland and University

of Oulu. The position was at first open externally during 08.04.2025 – 19.5.2025.

The job advertisement for the position is described as follows (ks. koko ilmoitus kokouksen Teams-työtilasta):

We are now looking for

a Tenure Track Assistant or Associate Professor in Environmental Hydraulics and/or Ecohydrological modelling to join us in the interdisciplinary research program SAFIRE: Safeguarding Biodiversity through Interdisciplinary Research on Habitat Restoration at the University of Oulu (Finland). The programme forms a part of our national profiling actions supported by the Research Council of Finland.

The University has recently launched a new strategic research programme, SAFIRE, which brings together the faculties of natural sciences, humanities, and information technology and electrical engineering. SAFIRE's focus is the production of scientifically excellent and actionable knowledge on habitat restoration, especially in the Arctic regions. SAFIRE aims to develop a transdisciplinary process of engaging and co-producing knowledge and solutions with societal actors, both at the level of individual projects, and at an institutional level within Oulu University. We define transdisciplinary as the inclusion of non-academic stakeholders in the process of knowledge production. SAFIRE will advance research and discussion concerning the multiple societal and environmental contributors to ecosystem restoration including interaction between human agents and nature, and will strengthen the collaborative role of the natural sciences, social sciences, and the humanities, and information technology and electrical engineering, in current political and scientific debates about the environment, especially but not limited to the Arctic. Through three linked tenure track appointments and significant investment in transdisciplinary collaboration with societal actors, SAFIRE will promote inter- and transdisciplinary and citizen-engaged studies of the environment and raise the University's profile as an international leader in restoring inter-related social and ecological systems. SAFIRE is part of a wider Profi8 program at the University of Oulu, funded by the Research Council Finland, and it is co-led by the Faculties of Science and Humanities at the University of Oulu.

About the job

As an Assistant/Associate, you will:

- *Develop and sustain a distinctive program of research and creative scholarly initiatives leading toacademic publications, research funding applications, and public-facing outreach initiatives;*

- *Establish transdisciplinary research partnerships in Finland and internationally;*

- *Collaborate with the relevant faculties at the University of Oulu to further the aims of SAFIRE;*

- *Communicate research results to the academic community, user groups and general public;*

- *Participate in administrative tasks related to the position at the faculties and the university;*

- *Design and lead undergraduate and graduate level courses;*

- *Supervise graduate research students (MA and PhD levels).*

- *Support the strategic aim to renew the scientific profile of the university and to promote multi- and interdisciplinary research approaches*

- *Participate on funding calls and project management*

The number of total applications received was 36.

Recruitment committee

The SAFIRE management board discussed and invited between 19.5.-2.6.2025 the members for the recruitment committee and sent the suggestions to Secretary of Profi 8 Strategic Steering Committee Mari Katvala on 9.6.2025. In their meeting 13.6.2025, Profi 8 Strategic Steering Committee appointed the following committee to prepare the recruitment:

Internal members of the recruitment committee:

- Torben Christensen, Professor, Faculty of Technology, Water Energy and Environmental Engineering, Chair

- Timo Muotka, Professor, Faculty of Science, Ecology and Genetics, Vice Chair

- Anna Krzywoszynska, Associate Professor, Faculty of Humanities, Cultural Anthropology

- Darrell Tang, Senior Researcher, Faculty of Technology, Water Energy and Environmental Engineering

External member:

- Harri Koivusalo, Professor, Aalto University, Department of Built Environment, Water and Environmental Engineering

Professor Koivusalo specializes in hydrological modeling, urban stormwater management, and the environmental impacts of land use and climate change. His work focuses on developing tools and strategies to manage water resources effectively in urban environments.

Other participants in the recruitment committee:

- Harri Pakkanen, HR Manager

- Anniina Koukougnon, HR Partner

- Rebecca Carlson, Coordinator, Secretary of the Recruitment Committee

After the application period, the recruitment committee familiarized with the application documents including candidates' publication analysis of the applicants made by university Bibliometrics during 5.5.2025-5.6.2025. Based on the applicants' documents and Bibliometrics analysis, as well as careful evaluations of each candidate, the committee selected the candidates who best fulfilled the criteria of the call. In their meeting 7.7.2025, the committee chose the following five candidates to be shortlisted and sent for academic external evaluations:

- Postdoctoral Researcher, PhD Nitin Chaudhary, Stockholm University, Sweden

Dr. Nitin Chaudhary is a Postdoctoral Researcher at Stockholm University (2024–current), where he quantifies systemic environmental risks from human activities such as carbon emissions, deforestation, and water extraction using Earth system models and stakeholder engagement. His research aims to guide corporate environmental impact assessments and sustainable investment decisions. He also holds a research position at Lund University (2020–current), focusing on methane biogeochemistry in global vegetation models, and previously at the University of Oslo (2018–2022), integrating peatland dynamics and permafrost hydrology into Earth system models. He earned his PhD in Physical Geography and Ecosystem Analysis at Lund University (2011–2017).

- Academy Research Fellow, Marie Skłodowska-Curie Postdoctoral Fellow, PhD Zuosinan Chen, University of Oulu, Finland

Dr. Zuosinan Chen is an Academy Research Fellow and Marie Skłodowska-Curie Postdoctoral Fellow at the University of Oulu (2022–current), where she leads projects on boreal forest ecohydrology, focusing on tree water uptake, forest hydrology, and the effects of changing snow-rain precipitation under climate change. She is establishing a comprehensive measurement infrastructure for forest water fluxes and isotopes at Oulanka Research Station. She earned her Doctor of Science in Forest Ecohydrology at Beijing Forestry University (2013–2020).

- Postdoctoral Researcher, PhD Pekka Niittynen, University of Jyväskylä, Finland

Dr. Pekka Niittynen is a Postdoctoral Researcher at the University of Jyväskylä (2022–current), where he lead a project funded by the Research Council of Finland. He previously held postdoctoral positions at the Arctic University of Norway (2021–2022) and the University of Helsinki (2020–2022), supported by a grant from the Nessling Foundation. His research integrates remote sensing, statistical modelling, GIS, and field-based studies to investigate Arctic-alpine ecology, northern plant ecophysiology, and biodiversity patterns. He earned his PhD in Physical Geography from the University of Helsinki (2015–2020).

- Postdoctoral Researcher, PhD Epari Ritesh Patro, University of Oulu, Finland

Dr. Epari Ritesh Patro is a Postdoctoral Researcher at the University of Oulu (2020–current), where he leads an EU-funded Interreg Aurora project on climate and land use impacts on water resources, hydropower management, and biodiversity restoration in the Arctic. He previously conducted postdoctoral research at Politecnico di Milano, Italy, (2020) and worked as an Engineer in the Hydropower division of WAPCOS Ltd., India (2016-2017). He earned his PhD in Civil and Environmental Engineering from Politecnico di Milano (2016-2020).

- Scientific Collaborator, PhD Qi Tang, University of Basel, Switzerland

Dr. Qi Tang is Coordinator of the Swiss Water-Earth-Systems PhD School and a Scientific Collaborator at the University of Neuchatel and University of Basel (2024–current). She was previously a postdoctoral researcher at the University of Neuchatel and University of Basel (2022–2024), a Research Fellow at the Institute of Geographic Sciences and Natural Resources Research in Beijing (2021–2022), and also held a postdoctoral position the Alfred Wegener Institute for Polar and Marine Research (2017–2020). Her research focuses on integrated hydrological modeling, data assimilation, and real-time forecasting to support water resource management across catchment, field, and global scales. She earned her PhD in Hydrogeology from RWTH Aachen University (2012–2017).

Thirty-one applicants were not advanced to external evaluation. Although many presented notable academic achievements, their profiles did not sufficiently meet the criteria outlined in the call. In most cases, this was due to one or more of the following: (1) research specialization that did not align closely with environmental hydraulics, hydrology, or ecohydrological modelling as required for the position; (2) insufficient demonstration of an independent and sustainable research program, as reflected in publication record, external funding, or the proposed research plan; (3) lack of demonstrated experience in interdisciplinary or transdisciplinary collaboration, including integration of modelling with ecological and societal dimensions central to the SAFIRE programme; and/or (4) a record that, while meritorious, was less competitive overall compared to the strongest applicants in the pool. On this basis, the committee determined that these candidates should not proceed to external evaluation.

External evaluation

The academic evaluations conducted by external experts sought to find field-specific insight on the academic merits of the applicants, in relation to the open position.

The external evaluation provides research area-specific expert information on the applicants' academic merits in relation to the position applied for. Based on the SAFIRE programme which strives for inter- and

transdisciplinary approaches to environmental restoration and biodiversity and the call's focus on hydrology and ecohydrological modelling the committee invited the following three experts to conduct the evaluations:

- Professor Thomas Friborg (M), University of Copenhagen, Denmark

Thomas Friborg is Professor in Physical Geography (micrometerology) in the Department of Geosciences and Natural Resource Management. His research is focused on climatology and hydrology, including greenhouse gas budgets and processes behind exchange of CO_2 and CH_4 in ecosystems, and water balance. He has expertise in climatic feedback mechanisms in natural and cultivated ecosystems and has participated in 25 expeditions in Sweden, Greenland, Russia, Alaska and West Africa.

- Professor Eva Paton (F), TU Berlin, Germany

Eva Paton is Professor and Chair of Ecohydrology in Ecohydrology and Landscape Evaluation. Her current research involves the analysis of flash droughts and flash floods, the development of climate adaption measures for water extremes (blue-green infrastructure, decentral water supply, resource management), connectivity analysis of complex systems, analysis of land degradation in dryland regions (Spain, New Mexico, Brazil, Iran, Sudan, West-Africa) and of Soil-Plant-Water feedbacks. She is Director of the Institute of Ecohydrology at TU Berlin.

- Professor James Michael (Mike) Waddington (M), McMaster University, Canada

Mike Waddington is Canada Research Chair in Ecohydrology and Professor in the School of Earth, Environment & Society. His research focus is on boreal wetlands and he has over 20 years of experience working together with energy companies (peat, oil and wind) on boreal wetland restoration. He runs the McMaster Ecohydrology Lab and is co-founder of the scientific journal Ecohydrology.

The evaluations were conducted between 11.7.2025-8.8.2025. In order to check possible disqualifications, shared publications and affiliations were checked utilizing a report produced by the bibliometrics team of the university library. Moreover, the experts were asked to notify the recruitment committee of any disqualifications in connection with receiving the candidate details. To guarantee transparency and to recognize the risk of disqualification, the candidates were also notified of the evaluators beforehand.

Evaluations

Arviointilomakkeet ja yhteenveto löytyvät kokouksen Teams-kansiosta.

Summary of the evaluators' recommended ranking for the applicants:

Thomas Friborg	Eva Paton	Mike Waddington
1st Zuosinan Chen	1st Pekka Niittynen	1st Pekka Niittynen

2nd Nitin Chaudhary	2nd Epari Ritesh Patro	2nd Epari Ritesh Patro
3rd Epari Ritesh Patro	3rd Nitin Chaudhary	3rd Zuosinan Chen
4th Pekka Niittynen	4th Zuosinan Chen	4th Nitin Chaudhary
5th Qi Tang	5th Qi Tang	5th Qi Tang

Key Insights: All five candidates were considered strong but with distinct profiles. Dr. Chaudhary was noted for his expertise in peatland carbon and ecosystem modelling, high-quality publications, and policy-relevant international collaborations, though supervision experience and alignment with SAFIRE Arctic priorities were modest. Dr. Chen was praised for innovative observational ecohydrology methods, excellent competitive funding, and early-career promise, but had limited modelling experience and modest teaching and academic service. Dr. Niittynen stood out for exceptional Arctic and alpine ecosystem research, high-impact publications, strong funding, international leadership, and societal engagement, with only minor gaps in ecosystem restoration and formal teaching. Dr. Patro was recognized for strong hydrological and hydropower modelling, successful EU and national funding, and international collaboration, though less focused on ecosystem restoration and societal outreach. Dr. Tang demonstrated solid technical modelling and computational skills with international exposure, but had limited teaching, supervision, independent funding, and ecosystem-focused research, making alignment with SAFIRE objectives weaker.

Based on evaluations and the recruitment committee's careful considerations, the committee decided unanimously in an email meeting between 19.08.2025-25.08.2025 to invite four candidates to be interviewed online on 12.9.2025:

- Nitin Chaudhary

- Zuosinan Chen

- Pekka Niittynen

- Epari Ritesh Patro

Qi Tang, Scientific Collaborator at the University of Basel, Switzerland (2024-current) with a Phd in Hydrogeology from RWTH Aachen University, was not selected for an interview. Evaluators considered her scientific engagement to be of only an average level within academia, and her publication record did not meet the criteria outlined in the call. In addition, her research focus was deemed weakly aligned with the advertised position, as it fell outside the fields of environmental hydraulics, ecohydrology, and ecosystem restoration. Although Tang reported having obtained some research funding, the details and amounts were unclear, leading evaluators to conclude that her potential for securing future competitive funding was limited. She also has minimal teaching experience and little to no record of student supervision. She was assessed as a researcher with some strengths, but whose overall profile did not fully meet the expectations for the SAFIRE

programme. These assessments are reflected in her numerical evaluations: her score for Scientific qualifications averaged 4.7, and her Overall grade averaged 3.3, both of which fall below the University of Oulu's tenure track threshold of 5 required to advance candidates to interviews.

Interview invitations were transmitted to the candidates through the Varbi system. In these invitations, candidates were instructed to deliver a 10-minute presentation focusing on their research vision and fit with SAFIRE, in particular, their plans for societal engagement and transdisciplinary work within the programme as well as potential teaching and course design.

On 12.9.2025 the four candidates were interviewed by the recruitment committee. The interviews were held online and included the HR representative and secretary of the committee. The chair of the committee, Torben Christensen, was unable to participate the interview.

The interview primarily concentrated on gaining a deeper insight into the candidates' qualifications pertaining to the vacant position, as well as work approach and the motivation behind their application for the role. Furthermore, the interviewees were encouraged to share their visions for research, funding and supervision in the SAFIRE programme, as well as plans for inter- and transdisciplinary approaches and stakeholder engagement.

After the interviews on the same day, the committee met online to deliberate. The Dean of the Faculty of Technology, Antti H. Niemi, was updated by email about the progress of the recruitment, along with the Head of the Water, Energy and Environmental Technologies Unit, Björn Klöve.

Summary and Justification for the Selection

Below is a summary of the chosen candidate's strengths for the position, along with the rationale upon which the recruitment committee's decision relies.

- Postdoctoral Researcher, PhD Pekka Niittynen, University of Jyväskylä, Finland, at the Assistant Professor level

Dr. Pekka Niittynen, Postdoctoral Researcher at the University of Jyväskylä (2022-current) with a Phd in Physical Geography from the University of Helsinki, is an excellent early-career scientist whose research combines remote sensing, microclimatology, ecology, and statistical modelling to understand the role of snow cover and microclimate in Arctic-alpine ecosystems. His scholarly output is exceptional, with two papers in Nature Climate Change and publications in PNAS, Global Change Biology, and Water Resources Research which have been well-cited. His methodological breadth and originality position him to make substantial contributions to ecohydrology and ecosystem restoration.

He has demonstrated strong ability to secure competitive funding, including a €270k postdoctoral project, several independent grants, and a recent Academy Fellowship award. He has clear plans for future major applications, including an ERC Starting Grant, indicating high future funding potential. He has already supervised one PhD and four MSc students and,

while his formal teaching experience is limited, he provided a clear and forward-looking teaching vision, aligning with university needs.

Dr. Niittynen also has a strong international network, leads a global microclimate research initiative, and actively promotes open science through more than 60 public data and code repositories. His societal outreach, including popular science writing and public exhibitions, further strengthens his profile. Overall, he is scientifically outstanding, highly collaborative, and strategically positioned to raise the international profile of the University of Oulu.

Summary of Reserve List

In addition to the selected candidate, the recruitment committee has established a reserve list to identify candidates who demonstrated strong potential for the position and who could be considered in the event the primary offer is declined.

- 2nd: Postdoctoral Researcher, PhD Epari Ritesh Patro, University of Oulu, Finland, at the Assistant Professor level

Dr. Patro, Postdoctoral Researcher at the University of Oulu (2020-current) with a Phd in Environmental and Infrastructure Engineering from Politecnico di Milano, Italy, is ranked second on the reserve list due to his strong expertise in hydrological modelling, hydropower, and climate impacts on river systems, which align well with the position's focus. He has secured significant competitive funding as PI, including leading the €1.2M RE-HYDRO project, and has developed an extensive international network through European research collaborations, COST Actions, and conference convening at major venues such as EGU.

He brings solid teaching and supervision experience relative to his career stage, including co-supervision of PhD students and teaching in multiple countries. The committee noted that while his publication record is robust, many recent papers are junior authorships, and his research plan did not fully articulate a long-term independent research vision. Nonetheless, his combination of funding success, international engagement, and strong technical expertise positions him as a promising future faculty member, justifying his high placement on the reserve list.

Candidates Not Included on the Reserve List

- Postdoctoral Researcher, PhD Nitin Chaudhary, Stockholm University, Sweden

- Academy Research Fellow, Marie SkłodowskaCurie Postdoctoral Fellow, PhD Zuosinan Chen, University of Oulu, Finland

Drs. Chen and Chaudhary were recognized as scientifically competent and technically strong, but their interviews and evaluations indicated a narrower research vision and limited experience or potential for the interdisciplinary, transdisciplinary, and leadership aspects emphasized in the SAFIRE position. Dr. Chen demonstrated expertise in forest ecohydrology and

monitoring, but her modelling experience and broader systems perspective were limited. Dr. Chaudhary showed strong technical skills in peatland modelling, yet his vision and leadership potential appeared narrow, and he struggled to articulate how his work would integrate into the wider SAFIRE objectives. Both candidates were therefore not advanced to the reserve list despite strong scientific credentials.

Profi 8 ohjausryhmä puoltaa päätöstä.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esityksen Pekka Niittysen nimittämisestä tehtävään assistant professor -tasolle. Varalle hyväksyttiin Epari Ritesh Patro assistant professor -tasolle.

3.3 Nimitysesitys: Tenure Track assistant or associate professor in freshwater biodiversity (Profi 8, SAFIRE)

FILLING THE FIVE-YEAR POSITION OF TENURE TRACK ASSISTANT OR ASSOCIATE PROFESSOR IN FRESHWATER BIODIVERSITY, VARBI ID Number: 2025/241

The SAFIRE management board declared the tenure track assistant or associate professor position open for applications. The project is a part of the Profi 8 programme funded by Research Council of Finland and University of Oulu. The position was at first open externally during 08.04.2025 – 19.05.2025.

The job advertisement for the position is described as follows (ks. koko ilmoitus kokouksen Teams-työtilasta):

We are now looking for a

Tenure Track Assistant or Associate Professor in Freshwater Biodiversity to join us in the interdisciplinary research program "SAFIRE: Safeguarding Biodiversity through Interdisciplinary Research on Habitat Restoration" at the University of Oulu (Finland).

We are looking for a motivated and talented researcher with a strong background in freshwater biodiversity and research on or relevant to habitat/environmental restoration to join our interdisciplinary Research Council of Finland Profi8 programme. SAFIRE is a new strategic research programme which brings together the faculties of Sciences, Humanities, and Information Technology and Electrical Engineering. SAFIRE's focus is the production of scientifically excellent and actionable knowledge on habitat

restoration, especially in the Arctic regions. SAFIRE aims to develop trans-disciplinary processes to improve habitat restoration through basic and applied science, engaging and co-producing knowledge and solutions with societal actors, and the integration of advanced modelling approaches, both at the level of individual projects and at an institutional level within the University of Oulu SAFIRE will also advance research and discussion concerning the multiple environmental and societal contributors to ecosystem restoration and will strengthen the collaborative role of the natural sciences, social sciences, and the humanities, and engineering, in current political and scientific debates about the environment, especially but not limited to the Arctic. Through three linked tenure track appointments and significant investment in transdisciplinary collaboration between research disciplines and with societal actors, SAFIRE will promote inter- and transdisciplinary and citizen-engaged studies of the environment and raise the University's profile as an international leader in restoring inter-related ecological and social systems. SAFIRE is part of a wider Profi8 program at the University of Oulu, funded by the Research Council Finland, and it is coled by the Faculties of Science and Humanities at the University of Oulu.

About the job

As an Assistant/Associate Professor, you will:

- *Develop and sustain a distinctive program of research and creative scholarly initiatives leading to academic publications, research funding applications, and public-facing outreach initiatives;*

- *Establish transdisciplinary research partnerships in Finland and internationally;*

- *Collaborate with the relevant faculties at the University of Oulu to further the aims of SAFIRE;*

- *Participate in national and international scientific organizations;*

- *Communicate research results to academic community, user groups and general public;*

- *Participate in administrative tasks related to the position at the faculties and the university;*

- *Design and lead undergraduate and graduate level courses, especially in the fields of Aquatic*

- *Biodiversity and Ecosystem Restoration;*

- *Supervise graduate research students (MA and PhD levels) and postdocs;*

- *Finnish skills or the motivation to learn Finnish is an asset;*

- *Support the strategic aim to renew the scientific profile of the university and to promote multi- and interdisciplinary research approaches;*

- *Participate on funding calls and project management*

The number of total applications received was 24.

Recruitment Committee

The SAFIRE management board discussed and invited between 19.05.-02.06.2025 the members for the recruitment committee and sent the suggestions to Secretary of Profi 8 Strategic Steering Committee Mari Katvala on 09.06.2025. In their meeting 13.06.2025, Profi 8 Strategic Steering Committee appointed the following committee to prepare the recruitment:

Internal members of the recruitment committee:

- Jouni Aspi, Professor and Vice Head of The Ecology and Genetics Unit, Faculty of Science; Head of the Biodiversity Unit; Chair

- Maarit Järvenpää, Professor and Dean of the Faculty of Science, Faculty of Science, Mathematical Sciences

- Thora Herrmann, Professor, Faculty of Humanities, History, Culture and Communication Studies

- Stefan Prost, Assistant Professor, Faculty of Science, Ecology and Genetics, Vice Chair

External member:

- Henrik Krehenwinkel, Professor, Department of Biogeography, University of Trier, Germany

Professor Krehenwinkel studies how global change reshapes biological communities. His research combines genomic tools, fieldwork, and environmental DNA to track biodiversity change over time, with a focus on terrestrial arthropods, along with plants and microorganisms.

Other participants in the recruitment committee:

- Harri Pakkanen, HR Manager

- Anniina Koukougnon, HR Partner

- Rebecca Carlson, Coordinator, Secretary of the Recruitment Committee

After the application period, the recruitment committee familiarized with the application documents including a publication analysis of the applicants conducted by the university's bibliometric team during 05.05.2025-05.06.2025.

Based on the applicants' documents, the bibliometrics analysis, as well as careful evaluation of each candidate, the committee selected the those who best fulfilled the criteria of the call. In their meeting 11.07.2025, the

committee chose the following five candidates to be shortlisted and sent for academic external evaluations:

- Postdoctoral Researcher, PhD Frank Akamagwuna, University of Alabama, USA

Dr. Frank Akamagwuna is Postdoctoral Fellow at the University of Alabama (2023–current), working on nutrient and energy fluxes in stream ecosystems. His research combines stable isotope tracer models, Bayesian inference, and biogeochemical analyses to investigate nitrogen cycling and ecosystem functioning across tropical and temperate freshwater systems. He previously completed his PhD in Biology at Rhodes University, South Africa (2018–2021), where his dissertation focused on the application of macroinvertebrate-based biomonitoring and stable isotopes to assess the impacts of agricultural land use on river ecosystems.

- Academy Research Fellow / Senior Researcher, PhD Kaisa-Leena Huttunen, Finnish Environment Institute, Finland

Dr. Kaisa-Leena Huttunen is currently an Academy Research Fellow / Senior Researcher at the Finnish Environment Institute in Oulu (2023–present), where she focuses on temporal variability of stream macroinvertebrate communities. She conducts independent research, supervises doctoral and master's students, manages projects and budgets, and actively participates in research funding acquisition.

- Academy Research Fellow, PhD Antti Eloranta, University of Jyväskylä, Finland

Dr. Antti Eloranta is an Academy Research Fellow at the University of Jyväskylä (2021-current), leading the COLDWEBS project on subarctic and alpine freshwater food webs and salmonid populations. He has extensive experience in research, teaching, and project management, including supervision of doctoral and master's students, and responsibility for significant project budgets. Dr. Eloranta holds a PhD in Aquatic Sciences from the University of Jyväskylä.

- Professor, PhD Christopher Swan, University of Maryland, USA

Dr. Christopher Swan is a Professor at the University of Maryland (2009-current) with extensive research experience in freshwater ecology and climate change impacts. He has a strong publication record and a well-established research group, including supervision of graduate students, and has secured competitive funding throughout his career. Dr. Swan holds a PhD in Biology from the University of Maryland, College Park.

- Research Ecologist and Associate Professor, PhD Annika Walters, US Geological Survey and University of Wyoming, USA

Dr. Annika Walters is a Research Ecologist and Associate Professor (2011-current) with concurrent faculty appointments in the U.S., conducting research on adaptive potential, multistakeholder engagement, and freshwater ecology. She has extensive teaching experience, including co-teaching and

supervision of graduate students, and manages research budgets. Dr. Walters holds a PhD in Ecology and Evolutionary Biology from Yale University.

Nineteen applicants were not advanced to external evaluation. While many submitted strong applications, their profiles did not sufficiently meet the criteria specified in the call. In most cases, this was due to one or more of the following: (1) research specialization that did not align closely with freshwater biodiversity and/or ecosystem restoration, particularly in the Finnish or Arctic contexts emphasized in the call; (2) limited evidence of an independent and sustainable research program, as demonstrated through peer-reviewed publications, competitive research funding, or a clear future research plan; (3) insufficient experience in interdisciplinary collaboration, stakeholder engagement, or the integration of ecological research with other fields, which is central to the SAFIRE programme; (4) a record that, while often notable, was less competitive overall compared to the candidates selected for external evaluation. On this basis, the committee determined that these applicants should not proceed further in the process.

External evaluation

The academic evaluations conducted by external experts sought to find field-specific insight on the academic merits of the applicants, in relation to the open position.

The external evaluation provides research area-specific expert information on the applicants' academic merits in relation to the position applied for. Based on the SAFIRE programme which strives for inter and transdisciplinary approaches and the call's focus on freshwater biodiversity and research on or relevant to habitat/environmental restoration the committee invited the following three experts to conduct the evaluations:

- Professor Lee Brown (M), University of Leeds, UK

Lee Brown is Professor of Aquatic Science in the River Basin Processes and Management research group. His research is focused on arctic/alpine freshwater biodiversity, climate change, and peatland drainage with a particular interest in river ecosystems. He has additional expertise in aquatic ecology; biodiversity; food webs; ecosystem processes; environmental-flows.

- Professor Milla Rautio (F), Université du Quebéc à Chicoutimi, Canada

Milla Rautio is Professor in the Département des Sciences Fondamentales and holds the Canada Research Chair in Boreal and Polar Aquatic Ecology. Her research has focused on long term freshwater monitoring and establishing guidelines for monitoring Arctic aquatic biodiversity. She has additional expertise in winter limnology, plankton, fatty acids, stable isotopes, dissolved organic carbon and land-lake interactions.

- Professor Tenna Riis (F), Århus University, Denmark

Tenna Riis is Professor in the Department of Biology, Aquatic Biology, as well as in the Arctic Research Centre and the Centre for Water Technology (WATEC). His research focus is on stream ecosystem functioning and macrophyte ecology. Her work examines how climate and landuse change affect nutrient and carbon cycling, primary producers, and solute export in Arctic and temperate streams through a combination of field studies and experiments.

In order to check possible disqualifications, shared publications and affiliations were checked utilizing a report produced by the bibliometrics team of the university library. Moreover, the experts were asked to notify the recruitment committee of any disqualifications in connection with receiving the candidate details. To guarantee transparency and to recognize the risk of disqualification, the candidates were also notified of the evaluators beforehand.

Professor Richard Johnson, Swedish University of Agricultural Sciences, Sweden was proposed as an external evaluator however, Kaisa-Leena Huttenen reported a conflict of interest (COI), and he was excused from participating on 14.07.2025.

The evaluations were conducted between 11.7.2025-8.8.2025.

Evaluation documents and Evaluation Numeric Summaries can be found in meeting's Team-file.

Summary of the evaluators' recommended ranking for the applicants:

Lee Brown	Milla Rautio	Tenna Riis
1st Christopher Swan	1st Antti Eloranta	1st Kaisa-Leena Huttunen
2nd Kaisa-Leena Huttunen	2nd Christopher Swan	2nd Annika Walters
3rd Annika Walters	3rd Kaisa-Leena Huttunen	3rd Christopher Swan
4th Antti Eloranta	4th Annika Walters	4th Antti Eloranta
5th Frank Akamagwuna	5th Frank Akamagwuna	5th Frank Akamagwuna

Key insights: All five candidates were considered strong but with distinct profiles. Dr. Akamagwuna was considered a promising early-career researcher with innovative methods and teaching potential, though with limited independent funding and Arctic experience compared to the others. Dr. Eloranta was praised for his Arctic freshwater expertise, funding success, and high-impact research, though evaluators noted he could broaden his international engagement. Dr. Huttunen was recognized for her strong teaching record and Arctic-focused publications, though with more limited international mobility. Dr. Swan stood out for his international collaborations, teaching breadth, and research leadership, though his plan was seen as less focused on Arctic and boreal systems. Dr. Walters was praised for

outstanding supervision and applied societal impact, though her international collaborations and experience with EU funding were more limited.

Based on evaluations and the research committee's careful considerations, the recruitment committee decided unanimously via an email meeting held between 07.08.2025-11.08.2025 to invite four candidates to be interviewed online on 12.9.2025:

- Antti Eloranta

- Kaisa-Leena Huttunen

- Christopher Swan

- Annika Walter

Dr. Akamagwuna, a Postdoctoral Fellow at the University of Alabama (2023-current) with a PhD in Biology from Rhodes University, was not selected for an interview. Evaluators recognized his strong expertise in freshwater ecology, a solid publication record, and potential for teaching and academic service. However, his research experience is mostly outside Arctic or sub-Arctic systems, and his independent funding track record remains limited. While he demonstrates promising scientific potential and emerging international collaborations, the societal relevance of his work and his ability to lead fully independent research projects were judged to be underdeveloped relative to the requirements of the advertised position. He was assessed as an early-career researcher with notable strengths, but not yet fully aligned with the specific focus and expectations of the SAFIRE programme. These assessments are reflected in his numerical evaluations: his score for Scientific Qualifications averaged 4.5, and his Overall Grade averaged 4.0, both of which fall below the University of Oulu's tenure-track threshold of 5 required to advance candidates to interviews.

Interview invitations were transmitted to the candidates through the Varbi system. In these invitations, candidates were instructed to deliver a 10-minute presentation focusing on their research vision and fit with SAFIRE, in particular, their plans for societal engagement and transdisciplinary work within the programme as well as potential teaching and course design.

On 15.09.2025, the final four candidates were interviewed by the research committee. The interviews were held online and included both the HR representative and secretary of the committee.

The interviews primarily focused on gaining a deeper insight into the candidates' qualifications pertaining to the vacant position, as well as work approach and the motivation behind their applying for the role. Furthermore, the interviewees were encouraged to share their visions for research, funding and supervision within the SAFIRE programme, as well as their plans for inter- and transdisciplinary approaches and stakeholder engagement.

After the interviews, the committee met on 16.09.2025 to deliberate.

Summary and Justification for the Selection

Below is a summary of the chosen candidate's strengths for the position, along with the rationale upon which the recruitment committee's decision is based.

- Academy Research Fellow / Senior Researcher, PhD Kaisa-Leena Huttunen, Finnish Environment Institute, Finland, at the Assistant Professor Level

Dr. Huttunen holds a PhD in Ecology from the University of Oulu (2016) and fulfills all advertised criteria for the tenure-track position. She has a strong publication record in high-quality journals, with 25 peer-reviewed papers since her PhD, demonstrating consistent productivity and scientific impact. Her research expertise in Arctic and sub-Arctic freshwater biodiversity, community ecology, and long-term ecosystem monitoring aligns closely with SAFIRE priorities, including habitat restoration, collaboration with local stakeholders and Sámi communities, and citizen science initiatives. She has established and now leads her own research group, demonstrating scientific independence, leadership, and the ability to secure competitive funding, including applications for an ERC Starting Grant.

During the interview, Dr. Huttunen presented a clear vision for collaboration with other hires, expansion of research with farmers and restoration projects, and strategies to translate research into societal impact. She described hands-on, interdisciplinary teaching approaches, including co-teaching with non-natural scientists. While she has not yet demonstrated international research mobility, she maintains strong European and multidisciplinary collaborations. Compared to the other interviewed candidates, Dr. Huttunen's research aligns most closely with SAFIRE's Arctic freshwater focus, and her combination of publications, leadership, teaching experience, and stakeholder engagement positioned her as the strongest fit for the program's strategic goals.

Overall, Dr. Huttunen is scientifically outstanding, highly collaborative, and strategically positioned to advance the SAFIRE program and raise the international profile of the University of Oulu.

Summary of Reserve List

In addition to the selected candidate, the recruitment committee has established a reserve list to identify candidates who demonstrated strong potential for the position and who could be considered in the event the primary offer is declined.

- 2nd: Academy Research Fellow, PhD Antti Eloranta, University of Jyväskylä, Finland, at the Associate Professor Level

During the interview, Dr. Eloranta presented innovative teaching ideas, including advanced methods, and demonstrated strong knowledge of Arctic freshwater ecosystems. While his vision for future research was somewhat general and his engagement with policy groups slightly understated, he was recognized for his broad international network and established scientific expertise. Compared to the other interviewed candidates, Dr. Eloranta is strong in research productivity and international networking but less

specialized in citizen science and stakeholder engagement in Arctic contexts than Dr. Kaisa-Leena Huttunen. Overall, he represents a highly competent candidate who complements the SAFIRE team's expertise.

- 3rd: Research Ecologist and Associate Professor, PhD Annika Walters, US Geological Survey and University of Wyoming, USA, at the Associate Professor Level

During the interview, Dr. Walters demonstrated strong skills in teaching and stakeholder engagement but focused primarily on natural scientists and large U.S.-based stakeholder groups. While her scientific record is strong, her work is less locally adapted to Finnish Arctic ecosystems and SAFIRE priorities compared to Dr. Kaisa-Leena Huttunen. Her international experience is limited, and citizen science initiatives were not a prominent part of her research. Relative to the other interviewed candidates, Dr. Walters brings a valuable perspective on adaptive potential research and stakeholder collaboration, but her fit for SAFIRE's interdisciplinary and Arctic-focused objectives is slightly less direct than Dr. Kaisa-Leena Huttunen and Dr. Antti Eloranta.

- 4th: Professor, PhD Christopher Swan, University of Maryland, USA, at the Associate Professor Level

During the interview, Dr. Swan demonstrated a high level of scientific competence and an impressive track record, but his presentation and application were less tailored to the University of Oulu and SAFIRE priorities. His engagement with local stakeholders and interdisciplinary collaboration was limited in scope, focusing mainly on science communication rather than co-produced research. Compared to Dr. Kaisa-Leena Huttunen and Dr. Antti Eloranta, his research is less connected to Arctic-specific ecosystems and local citizen science initiatives. While highly accomplished internationally, his fit for the SAFIRE program's interdisciplinary and locally grounded objectives is less direct, leading to his placement lower on the reserve list.

Profi 8 ohjausryhmä puoltaa päätöstä.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esityksen Kaisa-Leena Huttusen nimittämisestä tehtävään assistant professor -tasolle. Varalistalle hyväksyttiin esityksen mukaisessa järjestyksessä Antti Eloranta (associate professor -tasolle), Annika Walters (associate professor -tasolle) ja Christopher Swan (associate professor -tasolle).

3.4 Nimitysesitys: Tenure Track Assistant or Associate Professor in multidimensional mapping of risk of diseases in very large datasets (Profi 8, Health Dimensions)

Filling the position of Tenure Track Assistant or Associate Professor in multidimensional mapping of risk of diseases in very large datasets, Varbi ID Number: 2025/210

The Profi8 Health Dimensions tenure track position in multidimensional mapping of risk of diseases in very large datasets, briefly HD1, has been open externally in the University of Oulu during 25.3.-6.5.2025.

According to the job advertisement, the selection criteria for the position are:

We are now looking for a tenure track assistant or associate professor in the research programme "Multidimensional Big Data and Life-Course Health: from Molecules to Society" (HEALTH-DIMENSIONS). The programme forms a part of our national profiling actions funded by the Research Council of Finland. HEALTH-DIMENSIONS is an interdisciplinary research programme led by the Faculties of Medicine and Biochemistry and Molecular Medicine. The programme also covers other faculties and strengthens the university's interdisciplinary top research cluster in prevention of the molecular and societal mechanisms underpinning the patterns of multimorbidity.

Qualifications for a tenure track assistant professor position

You have a doctoral degree in applicable research field. You must demonstrate the ability to work independently and have proven teaching skills. In order to be eligible for a position as assistant professor, you must have received your doctoral degree not more than ten years ago (at or later than 2015, excluding career breaks).

Qualifications for a tenure track associate professor position

You have a doctoral degree in applicable research field. You must demonstrate evidence of scholarly research work and relevant teaching skills. You must have the ability to lead research as well as have experience in acquiring external research funding. We also expect you to have sufficient and relevant experience in international scientific work and evidence of international cooperation.

We welcome applicants from all backgrounds, such as people of different ages, genders, and lingual, cultural, or minority groups.

The selection process follows the University of Oulu recruitment guidelines. The process is carried out by a recruitment committee and the candidates are subjected to publication analyses based on their publication lists. The candidates that are considered most suitable by the recruitment committee will also undergo an expert evaluation assessing the following merits:

- *Research activities and their reflection in the candidate's publication record, scientific presentations, and other recognitions, e.g. awards and patents*

- *Teaching activities and their evaluation (teaching portfolio; including students' evaluation)*

- *Supervision of undergraduate, master's and doctoral students*

- *Acquisition of competitive research funds*

- *International scientific activities (research, keynotes, workshops, conferences) and networks*

- *Academic community and administrative services*

- *Academic and public relevance of research activities*

The eligible candidates fitting best in the profile expected for the position will be invited to an on-site or remote interview. All applicants will be notified during the selection process.

The total number of applications received was 28.

Selection process

The PROFI8 Strategic Steering Committee, led by the Vice Rector for Research, accepted the proposed recruitment committee (RC) in its meeting on 21.5.2025. Minna Isomursu was originally nominated as the Chair, but before the first meeting of the recruitment committee, after her initiative it was agreed that Mika Rämet, originally an external member, will act as the Chair of the recruitment committee. After this change, the option of which was included in decision of the Strategic Steering Committee, the final composition of the RC was as follows:

- *Chair: Mika Rämet, Professor, Tampere University (from 1.8.2025 University of Oulu, FMED) (M)*

- *Minna Isomursu, Professor, ITEE, (F)*

- *Raisa Serpi, University researcher, docent, Director of Biobank Borealis (FMED), (F)*

- *Daniela Ungureanu, Associate Professor (tenure), FBMM, (F)*

- *HR representative: Tiina Pääkkönen, Human resources manager (HR vice-representative: Outi Tolonen, HR Partner)*

- *Secretary: Ritva Saastamoinen, Health Dimensions Coordinator*

During 23.5.-11.6.2025, the RC familiarized with the call text, scientific scope, needs and expectations of the call, application documents and to the applicants' publication analyses. Based on these documents, the following

four candidates were identified who best fulfilled the selection criteria and were chosen for academic evaluation conducted by external experts.

Two candidates to be evaluated for assistant professor level:

- *PhD, Docent Eeva Sliz, University of Oulu*

- *PhD Stephanie Zellers, University of Helsinki*

Two candidates to be evaluated for associate professor level:

- *PhD, Docent Juulia Jylhävä, University of Tampere*

- *PhD, Docent Emma Raitoharju, University of Tampere*

Short-listing was performed in two steps after independent review of all candidates by each RC member.

16 candidates did not pass for further considerations either due to "Deficient application, or not enough merits to be considered in the shortlist" or "Merits are not strong enough to be ranked in the shortlist, and/ or the research plan does not fit optimally in the call; was not placed in the first shortlist by any of the RC members.

The remaining candidates who passed the first-step shortlist were considered in more detail. Six candidates were seen as "Very good and qualified candidate, but the merits are not strong enough to be ranked in the top candidates, and/ or the research plan does not fit optimally in the call". Two candidates were seen more potent, but they did not pass to the final shortlist despite their strengths as they still clearly fell below the top four candidates.

The academic evaluations conducted by external experts sought to find field-specific insight on the academic merits of the applicants, in relation to the open position.

After careful considerations the RC identified a number of qualified external international experts who would cover the field of the position. The chair of the RC invited the evaluator candidates. The following three experts committed to conduct the evaluations:

- Prof. Tuuli Lappalainen, New York Genome Center & SciLife-Lab and KTH Royal Institute of Technology in Sweden (F). Her expertise covers functional genetic variation in human populations, with particular interest in regulatory variation affecting the transcriptome, as well as cellular mechanisms underlying genetic associations to disease. Her research integrates computational analysis of genomic and transcriptomic data with population genetic and experimental analysis.

- Prof. Janna Saarela, Centre Director at Norwegian Centre for Molecular Biosciences and Medicine (NCMBM), University of Oslo (F). Her research focuses on identifying novel causative genes for disorders and studying the functional consequences of the identified

gene defects, and thereby improving the understanding of biological pathways and pathogenic mechanisms behind rare and common immune diseases.

- Prof. Tomas Ward, DCU, Dublin University (M). He is a leading authority in machine learning, digital health, and data analytics with main topics of research complementing the expertise of the other evaluators from a different perspective, such as multimodal data analysis, digital biomarkers, data analytics in health & human performance, neurotechnology, biosignal processing, wearable sensors, and machine learning applied to physiological time series.

In order to check possible disqualifications, shared publications with 50 or fewer authors at or later than 2022 and affiliations were checked as exclusion criteria utilizing a report produced by the bibliometrics team of the university library. Moreover, the experts were asked to notify the recruitment committee of any disqualifications in connection with receiving the candidate details. To guarantee transparency and to recognize the risk of disqualification, the candidates were also notified of the evaluators beforehand.

The evaluations were conducted during 25.6.-10.8.2025.

To be eligible in terms of scores, the candidates are required to obtain an average of all evaluators 4,50 (rounded to 5) or higher in both scientific activities and as an overall rate.

Juulia Jylhävä was ranked 1. by all three evaluators. She received by far the highest scores in both scientific activities and as overall score (5,5-6-5,5; outstanding average level 5,67 in both categories).

Eeva Sliz received the second-highest scores: 5-5-5,5 (average 5,17 in both categories) in both scientific activities and as overall score. She was ranked the second-best 2.-4.-2.

Stephanie Zellers was ranked close to Sliz 3.-2.-3., with her scores somewhat lower than those of Sliz: both scientific activities and overall score (4-5-5; average 4,67 in both categories).

Raitoharju received more variable scores than the other three candidates, ranging from excellent to lower, resulting in average scores slightly below the eligibility threshold in both scientific activities and overall scores (3-5-5, average 4,33 in both categories), and this was also evident as lack of high rankings (4.-3.-4.). She had particular strengths and performed excellently in two other evaluation categories (teaching activities: 5-5-5 and acquisition of competitive research funds: 5-6-4).

Of the four evaluated candidates, Emma Raitoharju, evaluated for associate professor level, did not pass the numeric eligibility threshold.

Based on the evaluations, the recruitment committee decided on 13.8.2025 to invite all three candidates who fulfill the numeric eligibility criteria to be

interviewed and to give an oral presentation (Juulia Jylhävä, Eeva Sliz and Stephanie Zellers).

The presentations and interviews were conducted on-site in Oulu on 28.8.2025. All RC members participated in the interviews, with the exception that Anniina Kokougnon was present as the HR representative instead of Tiina Pääkkönen or Outi Tolonen. The Dean of the recruiting faculty Jukka Hakkola was not able to be present. The interviews focused on gaining further understanding on the competence of each candidate in relation to the open position and their career level, as well as their leading style and motivation to apply for the position. The interviewees were also asked to share their views on how they would contribute to development of the Profi research programme, as expected in the call text.

Justifications for the selection

PhD, Docent Juulia Jylhävä:

Jylhävä completed her PhD in Molecular Epidemiology, University of Tampere in 2013. She received Title of Docent in Immunology, University of Tampere in 2014, followed by Title of Docent in Epidemiology, Karolinska Institutet, Stockholm, Sweden, in 2021. Her current academic position (since 05/2021) is Senior Research Fellow at Faculty of Medicine and Health Technology, Tampere University, and since 03/2022 she has additionally been a part-time Principal Researcher at the Department of Medical Epidemiology and Biostatistics, Karolinska Institutet. The proposed research topic is "Rethinking health in aging: from mechanisms to management through multiomics and AI".

Summary of Jylhävä's evaluation: Jylhävä has excellent or outstanding shown merits throughout all evaluation categories and strong experience. She would fit in excellently with the Health Dimensions theme with important research field and she would bring scientific renewal to Oulu. Particular strengths besides excellent publication record include success in competitive research funding and strong supervision experience. All three evaluators ranked her as 1., and she received outstanding scores from all evaluators (5,5-6-5,5) in scientific activities and as overall score. She performed excellently in the interview and is very motivated and committed to relocate to Oulu, starting early 2026 with a transition period. Ranking is fully in line with the external evaluations. The RC found it clearly justified that Jylhävä is the top candidate. Final ranking: 1.

PhD Stephanie Zellers:

Zellers completed her PhD in Psychology in 2022 at the University of Minnesota, Minneapolis, USA. Her current position (since 07/2022) is a postdoctoral researcher at the institute for Molecular Medicine Finland (FIMM), HiLIFE, University of Helsinki. The proposed research topic is "Investigation of the causes and consequences of long-term mental and physical health conditions".

Summary of Zellers's evaluation: Zellers is an excellent candidate considering career stage, showing upward trajectory with strong anticipated

potential. She has strong interdisciplinary background and excellent fit in HD theme and she would bring scientific renewal to Oulu. Her research output is very good with high-impact publications. Having a more recent PhD than the other top candidates (only three years ago), she has less post-doc experience than the other two top candidates, less experience on supervision but she shows strong motivation and potential. Evaluators ranked her as 3.-2.-3. Average scores on both scientific activities and as overall score are 4,7. She received especially high scores in "international scientific activities & contacts" (5-6-5) and in "academic and societal relevance and potential of activities" (6-6-4,5). She performed excellently in the interview and is very motivated and committed to come to Oulu with quick translocation already before 1/2026. Final ranking: 2.

PhD, Docent Eeva Sliz:

Sliz completed her PhD in 2019 on Public Health Science at the University of Oulu. After a postdoc period at the University of Toronto (09/2019-07/2020), she has secured Research Council of Finland funding and currently occupies an Academy postdoctoral fellowship position since 2021 at the research unit of Population Health at the University of Oulu. The proposed research topic is "Uncovering APOE-associated multimorbidity trajectories through big data".

Summary of Sliz's evaluation: Sliz is an excellent candidate with recent (2025) docentship, with particularly strong track record in high-impact papers. She has good international contacts and interdisciplinary connections. Evaluators ranked her as 2.-4.-2. Average scores on both scientific activities and as overall score 5,2; particularly strong also in "acquisition of competitive research funding" (5-6-4,5). She performed very well in the interview. The research proposal was seen very competitive and good fit in HD, but with less novelty and slightly narrow scope concerning multimorbidity. Therefore it was not seen as strong as Jylhävä's and Zellers's proposals. She is fully motivated to continue in Oulu and to start as soon as possible. Final ranking: 3.

To conclude, Juulia Jylhävä has the strongest and most versatile experience, skills and competence in the position bringing scientific renewal to Oulu. Based on her experience, background and motivation, as well as external evaluations and performance in the interview, the recruitment committee is confident to propose that Juulia Jylhävä has the best qualifications for the position. Stephanie Zellers and Eeva Sliz were at equal level, both shining with different merits. Zellers was placed first in reserve list with strengths in scientific renewal and potential relative to career stage. Sliz with excellent track record in publications and received external funding is an excellent candidate as well and placed second in the reserve list.

Selection proposal

All three interviewed candidates are excellent and fulfill the tenure track eligibility criteria. Their profile and planned research all align excellently with Health Dimensions programme and they meet the expectations of the position.

Based on the application documents, job description, external evaluation and performance in the interviews, PhD, Docent Juulia Jylhävä is proposed for the position in multidimensional mapping of risk of diseases in very large datasets at associate professor level.

In case Jylhävä will not accept the position, the reserve candidates are, in the order of preference: 1) PhD Stephanie Zellers, and 2) PhD, Docent Eeva Sliz. Both reserve list candidates match excellently with the position and are eligible at assistant professor level.

Dean of the hosting faculty Jukka Hakkola, FMED, has been communicated about the selection proposal.

Profi 8 ohjausryhmä puoltaa päätöstä.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esityksen Juulia Jylhävän nimittämisestä tehtävään associate professor -tasolle. Hänen kieltäytymisensä varalle tutkimusneuvosto hyväksyi varaehdokkaat esitetyssä järjestyksessä Stephanie Zellers (assistant professor -tasolle) ja Eeva Sliz (assistant professor -tasolle).

3.5 Nimitysesitys: Tenure Track Assistant or Associate Professor in life course epidemiology (Profi 8, Health Dimensions)

Filling the position of Tenure Track Assistant or Associate Professor in life course epidemiology, Varbi ID Number: 2025/231

The Profi8 Health Dimensions tenure track position in life course epidemiology, briefly HD2, has been open externally in the University of Oulu during 25.3.-6.5.2025.

According to the job advertisement, the selection criteria for the position are:

About the job

As an Assistant/Associate Professor, you will:

- *Develop and establish a research group to advance methods in Life course causal and/or longitudinal models to identify the cause and patterns of multimorbidity*

- *Collaborate across disciplines (e.g. general practice, public health, health economist, mathematics, biologist) to design prevention pathways*

- *Develop and sustain research, scholarly and creative activities leading to academic publications and public-facing outreach initiatives*

- *Establish research partnerships across disciplinary boundaries in Finland and internationally*

- *Gather competitive funding from external sources to support your research and the aims of the programme*

- *Collaborate within the University of Oulu and advance the HEALTH-DIMENSIONS programme with a responsible role to develop its subtheme "Longitudinal models of multimorbidity"*

- *Collaborate at the national and international level*

- *Communicate research results to academic community, social and healthcare system, other stakeholder groups and general public*

- *Develop and teach undergraduate and graduate level courses (10% full-time equivalent per year)*

- *Supervise undergraduate and graduate students*

- *Have excellent written and interpersonal communication skills*

- *Support the strategic aim to renew the scientific profile of the university and to promote multi- and interdisciplinary research approaches*

Who are you?

We expect you to renew the scientific profile of the University of Oulu. In addition, we expect interdisciplinary research vision as well as strong collaboration and networking capabilities.

You have:

- *Expert level knowledge in epidemiology or relevant fields (social epidemiology, clinical psychology, health economics, econometrics, biostatistics, public health);*

- *Significant research experience in studying the epidemics of non-communicable diseases;*

- *Deep knowledge and skills in biostatistical modelling;*

- *Capable to interpret and infer causal and non-causal pathways;*

- *Experience and interest in the social and biological determinants of health and wellbeing;*

- *Knowledge in trajectory analyses;*

- *Teaching experience in epidemiology, biostatistics or other relevant topics in epidemiology and biomedical data sciences;*

- *Substantial track records in applying to external funding;*

- *Experience in collaborative work.*

Our tenure track (assistant professor and associate professor) is positioned for exceptionally talented researchers with a high potential to advance in their careers. The top candidates will undergo an evaluation by external, international experts and are required to reach top scores (5-6 on a scale from 1 to 6 for scientific activity and as the overall score) in order to qualify for the position.

You are expected to hold a doctoral degree in a relevant field, and you are fluent in English. Because this is an interdisciplinary position, depending on the position level, we expect a vision (assistant professor) or demonstrated experience (associate professor) in interdisciplinary approaches in research.

Qualifications for a tenure track assistant professor position

You have a doctoral degree in applicable research field. You must demonstrate the ability to work independently and have proven teaching skills. In order to be eligible for a position as assistant professor, you must have received your doctoral degree not more than ten years ago (at or later than 2015, excluding career breaks).

Qualifications for a tenure track associate professor position

You have a doctoral degree in applicable research field. You must demonstrate evidence of scholarly research work and relevant teaching skills. You must have the ability to lead research as well as have experience in acquiring external research funding. We also expect you to have sufficient and relevant experience in international scientific work and evidence of international cooperation.

We welcome applicants from all backgrounds, such as people of different ages, genders, and lingual, cultural, or minority groups.

The selection process follows the University of Oulu recruitment guidelines. The process is carried out by a recruitment committee and the candidates are subjected to publication analyses based on their publication lists. The candidates that are considered most suitable by the recruitment committee will also undergo an expert evaluation assessing the following merits:

- *Research activities and their reflection in the candidate's publication record, scientific presentations, and other recognitions, e.g. awards and patents*

- *Teaching activities and their evaluation (teaching portfolio; including students' evaluation)*

- *Supervision of undergraduate, master's and doctoral students*

- *Acquisition of competitive research funds*

- *International scientific activities (research, keynotes, workshops, conferences) and networks*

- *Academic community and administrative services*

- *Academic and public relevance of research activities*

The eligible candidates fitting best in the profile expected for the position will be invited to an on-site or remote interview. All applicants will be notified during the selection process.

The total number of applications received was 39.

Selection process

The PROFI8 Strategic Steering Committee, led by the Vice Rector for Research, accepted the proposed recruitment committee (RC) in its meeting on 21.5.2025. Despite several invitations, efforts for an external member were unsuccessful either because of conflicts of interest due to joint publications (Prof. Merja Laine, University of Helsinki) or unavailability to the task (Prof. Mika Kivimäki, University of Helsinki; Prof. Samuli Rautava, University of Helsinki; Prof. Hasse Karlsson, University of Turku). One of the proposed original members University Lecturer Puti Uimari was disqualified due to joint piblications, and as a replacement professor Timo Hautala from the reserve list accepted the invitation. After these changes, the option of which were included in decision of the Strategic Steering Committee, the final composition of the RC was as follows:

- *Chair: Minna Ruddock, Chair, Research director, FMED (F)*

- *Risto Kerkelä, Professor, FMED (M)*

- *Timo Hautala, Professor, FMED (M)*

- *HR representative: Tiina Pääkkönen, Human resources manager (HR vice-representative: Outi Tolonen, HR Partner)*

- *Secretary: Ritva Saastamoinen, Health Dimensions Coordinator*

During 23.5.-12.6.2025, the RC familiarized with the call text, scientific scope, needs and expectations of the call, application documents and to the applicants' publication analyses. Based on these documents, the following

five candidates were identified who best fulfilled the selection criteria and were chosen for academic evaluation conducted by external experts.

Two candidates to be evaluated for assistant professor level:

- MD, PhD, Docent Markus Haapanen, University of Helsinki

- PhD Jian Huang, National University of Singapore

Three candidates to be evaluated for associate professor level:

- PhD Tanya Alderete, Johns Hopkins University, Baltimore, USA

- PhD, Docent Katriina Heikkilä, University of Oulu

- PhD, Docent Emma Raitoharju, Tampere University

Short-listing was performed stepwise after independent review of all candidates by each RC member in two meetings.

11 candidates did not pass for further considerations either due to ineligibility or because of reason of "Deficient application, or not enough merits to be considered in the shortlist". 15 candidates who did not pass to the shortlist were classified as "Merits are not strong enough to be ranked in the shortlist, and/ or the research plan does not fit optimally in the call. Was not placed in the first shortlist by any of the RC members." Three candidates were considered as "Very good and qualified candidate, but the merits are not strong enough to be ranked in the top candidates, and/ or the research plan does not fit optimally in the call".

The remaining 10 candidates who passed the first-step shortlist and received high rankings by at least one RC member were considered in more detail.

The five top-ranked candidates (Alderete, Haapanen, Heikkilä, Huang and Raitoharju) were concluded to be excellent candidates with strong merits and excellent match with the call. Haapanen was identified as a promising candidate, who showed strong potential but not enough experience to the associate professor level which he applied for. In agreement with the expertise of HR representative, the RC decided that Haapanen will be contacted for willingness and consent to be evaluated at the assistant professor level. He gave his consent, and he was selected in the final shortlist.

The academic evaluations conducted by external experts sought to find field-specific insight on the academic merits of the applicants, in relation to the open position.

The RC identified a number of external international experts who would cover the field of the position. The chair of the RC invited the evaluator candidates based on the priority list agreed by the RC. Two of the invited experts were not available (MD, PhD, Scientific Director Luigi Ferrucci, National Institute of Health, USA, and Prof. Kristina Sundquist, Lund University, Sweden). The following three experts committed to conduct the evaluations:

- Associate Professor Jennifer Lynn Baker, Center for Clinical Research and Prevention, Bispebjerg and Frederiksberg Hospital, Copenhagen, Denmark (F). She is the Head of Lifecourse Epidemiology Research and President-Elect of the European Association for the Study of Obesity. Her expertise covers life-course epidemiology, and her research focuses on relevant aspects of the Health Dimensions life-course multimorbidity on identifying how childhood body size and growth relate to disease focusing on the longterm consequences on outcomes including diabetes, cancer and cardiovascular disease.

- Prof. Martin O-Flaherty, University of Liverpool, UK (M). He is a professor in epidemiology and Head of Department of Public Health, Policy and Systems at the Institute of Population Health, Faculty of Health and Life Sciences. His research aims to reduce the burden of non-communicable diseases in populations by addressing its structural drivers.

- Prof. Susan Smith, Royal College of Surgeons in Ireland RCSI University of Medicine and Health Sciences, Dublin, Ireland (F). She is a professor of General Practice, Public Health & Primary care with main research interests in chronic disease and medicines management, and she leads a multimorbidity research programme.

In order to check possible disqualifications, shared publications with 50 or fewer authors at or later than 2022 and shared affiliations were checked as exclusion criteria utilizing a report produced by the bibliometrics team of the university library. Moreover, the experts were asked to notify the recruitment committee of any disqualifications in connection with receiving the candidate details. To guarantee transparency and to recognize the risk of disqualification, the candidates were also notified of the evaluators beforehand.

The evaluations were conducted during 1.7.-5.8.2025.

To be eligible in terms of scores, the candidates are required to obtain an average of all evaluators 4,50 (rounded to 5) or higher in both scientific activities and as an overall score.

Tanya Alderete was ranked 1. by two evaluators and 2. by one. She received by far the highest scores in scientific activities (6-6-5; outstanding average 5,67) and excellent overall scores (5-6-5; average 5,33). Her received scores were high in all evaluation categories, with the exception of weak grade (2) by one of the evaluators in international activities and contacts, contrary to scores 5 and 4,5 by the other two evaluators.

Katriina Heikkilä was the second candidate receiving at least one highest ranking, being placed as 1. by one and 2. and 3. by the two other evaluators. The evaluators did not identify particular weaknesses, and her scores in both scientific activities and as overall score were excellent to outstanding (6-5,5-4,5 in both categories, average 5,33).

Markus Haapanen and Emma Raitoharju both received excellent level evaluation scores close to each other, but no top rankings.

Haapanen's scientific activities were scored as 5 by all three evaluators and overall scores 4-5-5, average 4,67.

Raitoharju's scores in scientific activities were more variable, but on average at excellent level (5-5,5-4, average 4,83), and overall scores 5-5-4, average 4,67.

Jian Huang's scores in scientific activities were at the borderline (5-4,5-4, average 4,50), but his overall scores were slightly lower (5-4,5-3,5, average 4,33), and two evaluators ranked him last. One of the evaluators, Baker, who ranked him 3., gave him excellent level (5) scores and appreciated his merits and potential, but as whole his scores did not quite reach the required level.

Of the five evaluated candidates, Jian Huang, evaluated for assistant professor level, did not pass the numeric tenure track eligibility threshold.

Based on the evaluations, the recruitment committee decided on 13.8.2025 to invite all four candidates who fulfill the numeric eligibility criteria to be interviewed and to give an oral presentation (Tanya Alderete, Markus Haapanen, Katriina Heikkilä and Emma Raitoharju).

The presentations and interviews were conducted remotely on 28.8. and 1.9. 2025. All RC members participated in the interviews, with the exception that Anniina Kokougnon was present as the HR representative in 28.8. and Outi Tolonen in 1.9. The Dean of the recruiting faculty Jukka Hakkola was not able to be present. The interviews focused on gaining further understanding on the competence of each candidate in relation to the open position and their career level, as well as their leading style and motivation to apply for the position. The interviewees were also asked to share their views on how they would contribute to development of the Profi research programme, as expected in the call text.

Justifications for the selection

PhD Tanya Alderete:

Alderete completed her PhD in Integrative Biology of Disease/ Clinical Translational Research in 2014 at the University of Southern California, USA. After PhD, she worked as an Assistant Professor at the University of Colorado Boulder during 2014-2024. Her current post since 2024 is Associate Professor at Johns Hopkins University, Dept. of Environmental Health and Engineering at the field of environmental epidemiology. The proposed research topic is focused on influences of early-life environmental insults on disease risk trajectories across the life course.

Summary of Alderete's overall evaluation: Alderete has impressive track record and she fits in excellently with the HD theme with important research field and she would bring scientific renewal to Oulu. Two of three evaluators ranked her as 1., and one as 2. She received excellent or

outstanding scores from all evaluators (6-6-5) in "scientific activities" and as overall score (5-6-5). The weakest part of her evaluation was in international scientific activities. In the interview, she showed interest and commitment to apply funding from Finnish and EU sources. She performed excellently in the interview and would be very motivated and committed to relocate to Oulu during 2026. Ranking by the RC is fully in line with the external evaluations. They found it clearly justified that Alderete is the top candidate. Final ranking: 1.

MD, PhD, Docent Markus Haapanen:

Haapanen is a licenced physician who completed his doctoral degree at the University of Helsinki at the same year with his medical degree in 2020. He received a title of Docent in experimental geriatrics at the University of Helsinki in 2024. He is currently a Visiting Research Fellow at the University of Queensland, Centre for Health Service Research, Brisbane, Australia until January 2026 and is specializing in geriatrics (3/5 years) in Finland. In parallel with a part-time Visiting Research Fellowship at Karolinska Institutet, Department of Medical Epidemiology and Biostatistics, his previous work experience includes part-time Senior Researcher position (2023-2024) at Folkhälsan Research Center, Helsinki and he has been a part-time sub-investigator for clinical vaccines research at the University of Tampere during 2020-2024. The proposed research topic is "A life-course approach to multimorbidity".

Summary of Haapanen's overall evaluation: Haapanen is an excellent emerging talent with anticipated ascending trajectory and potential, with only 5 years from PhD and recent docentship. He is a clinician, currently specializing in geriatrics, who would strengthen the weakly represented field of gerontology research in Oulu. Rankings by the evaluators varied being 2., 3. and 5. Scores on scientific activities were 5 from all three evaluators, and overall ratings 4-5-5 (average 4,7). The performance in the interview was outstanding. He has excellent networks. He is enthusiastic and very motivated and committed to come to Oulu with quick translocation after returning from his research period in Australia in 1/2026. Although he did not receive as high scores as Heikkilä, the recruitment committee considered him excellent relative to his early career stage and he would introduce a new research field in Oulu. Final ranking: 2.

PhD, Docent Katriina Heikkilä:

Heikkilä completed her PhD in epidemiology in 2008 at the University of Bristol, UK, and since 2018 she holds the Title of Docent in epidemiology at the University of Helsinki. Before her current employment at the University of Oulu since June 2025, she was a Senior Researcher at the Finnish Institute for Health and Welfare in Tampere, preceded by a 2-year Senior Researcher post at the University of Turku in 2022-2024. After her PhD degree, she has had two posts in UK as a statistician at the University of Oxford (2009-2010) and a longer period as an assistant professor at London School of Hygiene and Tropical Medicine (2014-2019). The proposed research topic is on risks and longitudinal patterns, developmental mechanisms and outcomes of childhood and adolescent multimorbidity.

Summary of Heikkilä's overall evaluation: Heikkilä is an excellent candidate with high scores in all evaluation categories. Evaluators ranked her as 1.-2.-3. Average scores on both "scientific activities" and as overall score were 5,3. (6-5,5-4,5). She performed very well in the interview. The research proposal was seen very competitive and excellent fit in the multimorbidity aspect of HD, but with less novelty than Haapanen's proposals. She is fully motivated to continue in Oulu and to start in the position as soon as possible. Final ranking: 3.

PhD, Docent Emma Raitoharju:

Raitoharju completed her PhD in Clinical Chemistry at the University of Tampere in 2014 and received the Title of Docent in Molecular Clinical Chemistry at the University of Tampere in 2018. She is currently an Academy Research Fellow (2021-2026) and since 2021 a Principal Investigator at the Faculty of Medicine, University of Tampere. The proposed research topic is "Epigenetic epidemiology - Is our risk of cardiometabolic diseases mediated by epigenetic profiles?".

Brief summary of Raitoharju's overall evaluation: Raitoharju is an excellent candidate who received scores close to those of Haapanen. All evaluators ranked her as 4., on average lower than Haapanen. Scores on scientific activities varied from 4 to 5,5 (average 4,8), and overall scores were 5-5-4 (average 4,7). She gave a very motivated and good impression in the interview, and her interesting research topic differs the most from the others. Despite interesting interdisciplinarity dimension linking with history research and good national collaborations, her research as a whole is more narrow in scope and contained less considerations on multimorbidity than presented by the higher ranked candidates. Furthermore, her international experience is limited. Final ranking: 4.

To conclude, Tanya Alderete has the strongest and most versatile experience, skills and competence in the position bringing scientific renewal to Oulu. Based on her experience, background and motivation, as well as external evaluations and performance in the interview, the recruitment committee is confident to propose that Alderete has the best qualifications for the position. Markus Haapanen and Katriina Heikkilä were at similar level at the end, both shining with different merits. Haapanen was placed the first in reserve list with strengths in scientific renewal and potential relative to career stage. Heikkilä with excellent track record in publications, versatile international experience, success in external funding and research topic aligned exceptionally well with the Health Dimensions core questions, is an excellent candidate as well and is placed the second in the reserve list. Emma Raitoharju, excellent candidate as well, is also found eligible and good fit in the position, but not as strong as the top three candidates.

Selection proposal

All four interviewed candidates are excellent and fulfill the tenure track eligibility criteria. Their profile and planned research align excellently with Health Dimensions programme and they meet the expectations of the position.

Based on the application documents, job description, external evaluation and performance in the interviews, PhD Tanya Alderete is proposed for the position in life course epidemiology at associate professor level.

In case Alderete will not accept the position, the reserve candidates are, in the order of preference: 1) MD-PhD, Docent Markus Haapanen at assistant professor level; followed by two associate professor candidates 2) PhD, Docent Katriina Heikkilä and 3) PhD, Docent Emma Raitoharju. All reserve list candidates match excellently with the position and are eligible to a tenure track position at the level they were evaluated at.

Dean of the hosting faculty Jukka Hakkola, FMED, has been communicated about the selection proposal.

Profi 8 ohjausryhmä puoltaa päätöstä.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esityksen Tanya Alderaten nimittämiseksi tehtävään associate professor -tasolle. Hänen kieltäytymisensä varalle tutkimusneuvosto hyväksyi varaehdokkaat esitetyssä järjestyksessä Markus Haapanen (assistant professor -tasolle), Katriina Heikkilä (associate professor -tasolle) ja Emma Raitoharju (associate professor -tasolle).

3.6 Nimitysesitys: Tenure Track Assistant or Associate Professor in molecular medicine (Profi 8, Health Dimensions)

Filling the position of Tenure Track Assistant or Associate Professor in molecular medicine, Varbi ID Number: 2025/232

The Profi8 Health Dimensions tenure track position in molecular medicine, briefly HD3, has been open externally in the University of Oulu during 25.3.-6.5.2025.

According to the job advertisement, the selection criteria for the position are:

We are now looking for a tenure track assistant or associate professor in the research programme "Multidimensional Big Data and Life-Course Health: from Molecules to Society" (HEALTH-DIMENSIONS). The pro-gramme forms a part of our national profiling actions funded by the Re-search Council of Finland. HEALTH-DIMENSIONS is an interdisciplinary re-search programme led by the Faculties of Medicine and Biochemistry and Molecular Medicine. The programme also covers other faculties and

strengthens the university's interdisciplinary top research cluster in prevention of the molecular and societal mechanisms underpinning the patterns of multimorbidity.

About the job

As an Assistant/Associate Professor, you will:

- *Develop and sustain research, scholarly and creative activities leading to academic publications and public-facing outreach initiatives*

- *Establish research partnerships across disciplinary boundaries in Finland and internationally*

- *Gather competitive funding from external sources to support your research and the aims of the programme*

- *Collaborate within the University of Oulu and advance the HEALTH-DIMENSIONS programme with a responsible role to develop its subtheme "Molecular level mechanistic validation"*

- *Collaborate at the national and international level*

- *Communicate research results to academic community, social and healthcare system, other stakeholder groups and general public*

- *Develop and teach undergraduate and graduate level courses*

- *Supervise undergraduate and graduate students*

- *Have excellent written and interpersonal communication skills*

- *Support the strategic aim to renew the scientific profile of the university and to promote multi- and interdisciplinary research approaches*

Who are you?

We search for candidates supporting the strategic aim to renew the scientific profile of the University of Oulu. We expect interdisciplinary research vision as well as strong collaboration and networking capabilities.

For this tenure track position, we are searching for a visionary expert in an area of molecular medicine – assessing molecular level mechanistic validation of diseases and multimorbidity and validating findings through multidimensional data of multimorbidity – in close synergy between the unique OULU biomedical ecosystem including cutting edge experimental molecular research and large scale and longitudinal systems epidemiology. Relevant fields of science include but are not limited to medicine, molecular medicine, medical biochemistry, cellular biochemistry and other health sciences, and life sciences.

Our tenure track (assistant professor and associate professor) is positioned for exceptionally talented researchers with a high potential to advance in their careers. The top candidates will undergo an evaluation by external, international experts and are required to reach top scores (5-6 on a scale from 1 to 6 for scientific activity and as the overall score) in order to qualify for the position.

You are expected to hold a doctoral degree in a relevant field, and you are fluent in English. Because this is an interdisciplinary position, depending on the position level, we expect a vision (assistant professor) or demonstrated experience (associate professor) in interdisciplinary approaches in research.

Qualifications for a tenure track assistant professor position

You have a doctoral degree in applicable research field. You must demonstrate the ability to work independently and have proven teaching skills. In order to be eligible for a position as assistant professor, you must have received your doctoral degree not more than ten years ago (at or later than 2015, excluding career breaks).

Qualifications for a tenure track associate professor position

You have a doctoral degree in applicable research field. You must demonstrate evidence of scholarly research work and relevant teaching skills. You must have the ability to lead research as well as have experience in acquiring external research funding. We also expect you to have sufficient and relevant experience in international scientific work and evidence of international cooperation.

We welcome applicants from all backgrounds, such as people of different ages, genders, and lingual, cultural, or minority groups.

The selection process follows the University of Oulu recruitment guidelines. The process is carried out by a recruitment committee and the candidates are subjected to publication analyses based on their publication lists. The candidates that are considered most suitable by the recruitment committee will also undergo an expert evaluation assessing the following merits:

- *Research activities and their reflection in the candidate's publication record, scientific presentations, and other recognitions, e.g. awards and patents*

- *Teaching activities and their evaluation (teaching portfolio; including students' evaluation)*

- *Supervision of undergraduate, master's and doctoral students*

- *Acquisition of competitive research funds*

- *International scientific activities (research, keynotes, workshops, conferences) and networks*

- *Academic community and administrative services*

- *Academic and public relevance of research activities*

The eligible candidates fitting best in the profile expected for the position will be invited to an on-site or remote interview. All applicants will be notified during the selection process.

The total number of applications received was 56.

Selection process

The PROFI8 Strategic Steering Committee, led by the Vice Rector for Research, accepted the proposed recruitment committee (RC) in its meeting on 21.5.2025. None of the invited external member candidates were available (Prof. Eriika Savontaus, University of Turku; Prof. Marjukka Kolehmainen, University of Eastern Finland; Academy Research Fellow, Research Director Johanna Laakkonen, University of Eastern Finland). Furthermore Valerio Izzi, associate professor, FBMM & FMED, was a reserve list candidate who accepted the invitation, but he had to withdraw before the first meeting due to conflict of interest. No additional committed suitable RC member candidates were found who would not have had conflicts of interest with any of the high number of applicants. The final composition of the RC, which fulfilled the requirements of the strategic steering committee and the theme leadership, was as follows:

- Chair: Lauri Eklund, Chair, Professor, FBMM

- Antti Haapalainen, Docent, university researcher, laboratory manager, FMED

- Eija Pirinen, Associate Professor (tenure), FMED

- HR representative: Tiina Pääkkönen, Human resources manager (HR vice-representative: Outi Tolonen, HR Partner)

- Secretary: Ritva Saastamoinen, Health Dimensions Coordinator

During 23.5.-26.6.2025, the RC familiarized with the call text, scientific scope, needs and expectations of the call, application documents and the applicants' publication analyses. Based on these documents, the following six candidates were identified who best fulfilled the selection criteria and were chosen for academic evaluation conducted by external experts.

One candidate to be evaluated for assistant professor level:

- PhD Suvi Linna-Kuosmanen, University of Eastern Finland

Five candidates to be evaluated for associate professor level:

- PhD, Docent Piia Karisola, University of Helsinki

- PhD, Docent Kari Kurppa, University of Turku

- PhD, Docent Leena Latonen, University of Eastern Finland

- PhD, Docent Ville Pimenoff, University of Oulu

- PhD, Docent Keijo Viiri, Tampere University

Short-listing was performed in two steps after independent review of all candidates by each RC member in two meetings on 23.6. and 26.6.2025.

16 candidates did not pass for further considerations either due to ineligibility or because of reason of "Deficient application, or not enough merits to be considered in the shortlist". One additional candidate not to be considered further clearly indicated not to be interested in the applied tenure track position.

19 candidates were identified who were considered eligible and submitted all required documents, did not pass to the first shortlist receiving a statement "Merits are not strong enough to be ranked in the shortlist, and/ or the research plan does not fit optimally in the call. Was not placed in the first shortlist by any of the RC members.".

10 candidates who did not pass to the shortlist were considered as "Very good and qualified candidate, but the merits are not strong enough to be ranked in the top candidates, and/ or the research plan does not fit optimally in the call."

The remaining 10 candidates who passed the first-step shortlist and received high rankings by at least one RC member were considered in more detail. Three candidates did not pass to the list of six top candidates, which was considered the maximum number of candidates for external evaluation, because their merits were not as strong as those of the top candidates. Mantere was carefully discussed, but despite excellent publication and funding merits he did not pass to the final shortlist, because his research profile was seen too narrow to match with the call expectations.

The six top-ranked candidates were concluded to be excellent candidates with strong merits and excellent match with the call. Kurppa had applied for assistant professor level, for which he was too experienced with more than 10 years in research after PhD, but his merits were seen high and enough to be considered at associate professor level. In agreement with the HR representative, the RC decided that Kurppa will be contacted for willingness and consent to be evaluated at associate professor level. He gave his consent, and he was selected in the final shortlist.

The academic evaluations conducted by external experts sought to find field-specific insight on the academic merits of the applicants, in relation to the open position.

The RC identified a number of external international experts who would cover the field of the position. The chair of the RC invited the evaluator candidates based on the priority list agreed by the RC. Two of the experts invited were not available (Prof. Adil Martinoglu, King's College London, UK (male) did not respond, and Prof. Ilaria Bellantuono, University of

Sheffield, UK (female) rejected). One positive response had been received from a male expert, with two invitations pending for both genders with no response. Two more invitations were sent to female candidates to increase the likelihood of obtaining the required minimum of three experts and both genders represented. All three female invitees accepted. The RC agreed that their expertise complement each other and decided not to reject any despite that the gender distribution was not even with one male and three female experts. The following four experts committed to conduct the evaluations:

- Professor Claire Chougnet, University of Cincinnati, USA (F). Her main area of research is immune regulation, with two main focuses: 1) chronic immune system activation and 2) the ontogeny of the human immune system.

- Professor Marcia Haigis, Harvard Medical School, USA (F). Her research integrates biochemistry, proteomics, cell biology and mouse genetics with focus on understanding the role that mitochondria play in mammalian aging and a spectrum of human diseases.

- Professor David Olson, University of Alberta, Canada (M). His research interest are in inflammatory pathways and mechanisms leading to term and preterm birth (PTB).

- Professor Susan M. Smith, UNC Nutrition Research Institute, Kannapolis, USA (F). Her research focuses on molecular mechanisms by which dietary components and alcohol disrupted nutrient metabolism affect prenatal development.

In order to check possible disqualifications, shared publications with 50 or fewer authors at or later than 2022 and shared affiliations were checked as exclusion criteria utilizing a report produced by the bibliometrics team of the university library. Moreover, the experts were asked to notify the recruitment committee of any disqualifications in connection with receiving the candidate details. To guarantee transparency and to recognize the risk of disqualification, the candidates were also notified of the evaluators be-forehand.

The evaluations were conducted during 2.7.-17.8.2025.

To be eligible in terms of scores, the candidates are required to obtain an average of all evaluators 4,50 (rounded to 5) or higher in both scientific activities and as an overall score.

Evaluation documents and the recruitment committee's numerical summary of the evaluations can be found in Teams file of the meeting.

Keijo Viiri was ranked 1. by three evaluators and 4. by one. He received the highest scores in scientific activities (4,5-6-5,5-6; outstanding average level 5,50) and excellent to outstanding overall scores (5-6-5,2-6; average 5,55). The evaluators did not identify particular weaknesses for Viiri.

Suvi Linna-Kuosmanen was another candidate receiving at least one highest ranking, being placed as 1. by one and 2., 5. and 6. by the three other

evaluators. Her received scores and rankings were the most variable. In scientific activities, she was at excellent level with scores 6-4-5-5 (average 5,00). Her variable overall scores, however, remained on average below the eligibility threshold (6-3-4,4-4; average 4,35). Chougnet appreciated her as outstanding in view of her career stage, whereas Haigis ranked her lowest.

Leena Latonen received good rankings by all evaluators (3.-3.-3.-2.) and high scores in both scientific activities (4,5-6-4,5-6, average 5,25) and as overall score (5-6-4,5-6, average 5,38). With the exception of lower (3) scores by one evaluator in supervision and academic and societal relevance and potential, she received solid high scores in all evaluation categories.

Piia Karisola and Ville Pimenoff both received variable scores, which were as a whole below the required excellent level, and their rankings were the lowest ranging between 4.-6. Karisola's scientific activities were scored 3,5-5-5-4, average 4,38 and overall scores 3,5-4-4,4-4; average 3,98. Those of Pimenoff were 4-6-4,5-4 (average 4,63) and 4-5-4,3-4; average 4,33. Based on the evaluations, despite occasional excellent scores, they do not meet the tenure track eligibility criteria.

Based on the evaluations, the recruitment committee decided on 21.8.2025 to invite all three candidates who fulfill the numeric eligibility criteria to be interviewed and to give an oral presentation (Kurppa, Latonen and Viiri).

The presentations and interviews were conducted remotely on 4.9.2025. All RC members participated in the interviews, with Outi Tolonen as the HR representative. The Dean of the recruiting faculty Peppi Karppinen was present in the interviews and participated in the post-interview concluding discussions. The interviews focused on gaining further understanding on the competence of each candidate in relation to the open position and their career level, as well as their leading style and motivation to apply for the position. The interviewees were also asked to share their views on how they would contribute to development of the Profi research programme, as expected in the call text.

Justifications for the selection

PhD, Docent Keijo Viiri:

Viiri completed his PhD in molecular biology and Paediatrics (approved with honours) at Tampere University in 2009, and he holds the Title of Docent in cell and molecular biology at Tampere University since 2018. He is currently (since 2/2023) employed as a Laboratory Chief at Tampere University, Faculty of Medicine and Health Technology. Since 2015 he has led the Intestinal Signalling and Epigenetics group in Celiac Disease Research Centre. The proposed research topic is "Intestinal signalling and epigenetics".

Summary of Viiri's overall evaluation: Viiri is an excellent candidate with strong track record in science and its translation into clinical practice. He has international experience, success in obtaining external research funding and solid experience in PhD supervision. He fits in excellently with the HD theme with important research field and would bring scientific renewal with

a new research line to Oulu. Three of four external evaluators ranked him as 1. The evaluators did not identify particular weaknesses. Excluding teaching merits, even the single evaluator who ranked him as 4., gave him excellent to outstanding scores in all evaluation categories. He impressed the RC with his excellent performance and motivation in the interview, and his research topic was considered the best match with multimorbidity. He is very committed to relocate to Oulu in 2026. Ranking by the RC is fully in line with the external evaluations. They found it clearly justified that Viiri is the top candidate. Final ranking: 1

PhD, Docent Kari Kurppa:

Kurppa completed his PhD in Medical Biochemistry and Genetics at the University of Turku in 2014. He holds a Title of Docent in Cancer Biology since 2022. His current contract is Academy Research Fellow (2021-2026) at the Institute of Biomedicine, University of Turku, and he is a part-time supervisor in the Genome Editing Core at Turku Bioscience Centre. Before his senior researcher position at the University of Turku (2019-2021), he had postdoc fellowship in Dana-Farber Cancer Institute, Harvard Medical Scool, Boston, USA during 2016-2019. The proposed research topic is "Eliminating the seeds of relapse – targeting residual disease following oncogene-targeted therapy".

Summary of Kurppa's overall evaluation: Kurppa is an excellent candidate. The scores on "scientific activities" were on average 4,9 and overall scores with average 5,2. He is less experienced than the other interviewed candidates as an independent Principal Investigator, but he shows potential in relation to his career. He is interdisciplinary and would be able to build strong connections with other researchers in Oulu. He has good connections with industry and his research has innovation potential. In the interview, he was informative and convincingly expressed his motivation to stay in academia. Compared with the other cancer research focused candidate Latonen, his research line is more original having potential to bring renewal and special methodological expertise to Oulu. He is fully motivated to translocate to Oulu after a transition period. Final ranking: 2.

PhD, Docent Leena Latonen:

Latonen completed her PhD in cancer biology at the University of Helsinki in 2003, and she holds a Title of Docent in Cancer Biology since 2016. Her current position since 2023 is Research Director in translational biomedicine and she is the vice-director at the Institute of Biomedicine at the University of Eastern Finland. She additionally holds a part-time (10%) senior research fellow position at the Institute of Biomedicine, University of Turku. Her earlier positions after PhD include Postdoc and senior research fellow positions at the University of Helsinki (2003-2009), Tampere University (2009-2018) and a research visit at the University of California San Diego, USA. The proposed research topic is "Towards multimodal understanding and targeting of cancer".

Summary of Latonen's overall evaluation: Latonen is very experienced excellent scientist with strong leadership experience and scientific maturity. However, despite convincing achievements and high evaluation scores

(scientific activities, average of four evaluators 5,3 and overall score average 5,4), none of the evaluators rank her at top (3.-3.-3.-2.), and the scientific impact of her publications was not seen as high as expected. Additional concerns were raised on her independent line of research and limited multimorbidity aspect in her research profile. She performed excellently in the interview. Her research plan is excellent, but her major weakness in the proposed research is limited novelty with significant overlap with the research already done in Oulu particularly in prostate cancer, and suboptimal match with multimorbidity. Final ranking: 3.

To conclude, Keijo Viiri has the strongest science and versatile experience, skills and competence in the position bringing scientific renewal to Oulu. Based on his experience, background and motivation, as well as external evaluations and outstanding performance in the interview, the recruitment committee is confident to propose that Viiri has the best qualifications for the position.

Kari Kurppa and Leena Latonen were at similar level at the end, both with different strengths. Kurppa was placed first in reserve list with more scientific renewal and potential relative to career stage. Latonen with impressive track record in all evaluated areas, aligns well with the Health Dimensions, but her research line is not optimally linked to multimorbidity, it would overlap with the current research in Oulu and therefore has limited novelty value.

Selection proposal

All three interviewed candidates are excellent and fulfill the tenure track eligibility criteria. Their profile and planned research all align excellently with Health Dimensions programme and they meet the expectations of the position.

Based on the application documents, job description, external evaluation and performance in the interviews, PhD, Docent Keijo Viiri is proposed for the position in molecular medicine at associate professor level.

In case Viiri will not accept the position, the reserve candidates are, in the order of preference: 1) PhD, Docent Kari Kurppa; and 2) PhD, Docent Leena Latonen. Both reserve list candidates match with the position and are eligible to a tenure track position at associate professor level.

Dean of the hosting faculty Peppi Karppinen, FBMM, has been communicated about the selection proposal.

Profi 8 ohjausryhmä puoltaa päätöstä.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esityksen Keijo Viirin nimittämisestä tehtävään associate professor -tasolle. Hänen

kieltäytymisensä varalle tutkimusneuvosto hyväksyi varaehdokkaat esitetyssä järjestyksessä Kari Kurppa (associate professor -tasolle) ja Leena Latonen (associate professor -tasolle).

Tutkimusneuvosto pyytää valmisteluryhmää täydentämään rekrytointimuistioon Kari Kurpan ulkopuolisilta arvioitsijoilta saamien arviointien yhteenvedon.

3.7 Nimitysesitys: Tenure Track Assistant or Associate Professor in healthcare implementation research (Profi 8, Health Dimensions)

Filling the position of Tenure Track Assistant or Associate Professor in healthcare implementation research, Varbi ID Number: 2025/233

The Profi8 Health Dimensions tenure track position in healthcare implementation research, briefly HD4, has been open externally in the University of Oulu during 25.3.-6.5.2025.

According to the job advertisement, the selection criteria for the position are:

We are now looking for a tenure track assistant or associate professor in the research programme "Multidimensional Big Data and Life-Course Health: from Molecules to Society" (HEALTH-DIMENSIONS). The programme forms a part of our national profiling actions funded by the Research Council of Finland. HEALTH-DIMENSIONS is an interdisciplinary research programme led by the Faculties of Medicine and Biochemistry and Molecular Medicine. The programme also covers other faculties and strengthens the university's interdisciplinary top research cluster in prevention of the molecular and societal mechanisms underpinning the patterns of multimorbidity.

About the job

As an Assistant/Associate Professor, you will:

- *Develop and sustain research, scholarly and creative activities leading to academic publications and public-facing outreach initiatives*

- *Establish research partnerships across disciplinary boundaries in Finland and internationally*

- *Gather competitive funding from external sources to support your research and the aims of the programme*

- *Collaborate within the University of Oulu and advance the HEALTH-DIMENSIONS programme with a responsible role to develop its sub-theme "Multidimensional mapping of health and diseases"*

- *Collaborate at the national and international level*

- *Communicate research results to academic community, social and healthcare system, other stakeholder groups and general public*

- *Develop and teach undergraduate and graduate level courses*

- *Supervise undergraduate and graduate students*

- *Have excellent written and interpersonal communication skills*

- *Support the strategic aim to renew the scientific profile of the university and to promote multi- and interdisciplinary research approaches*

Who are you?

We search for candidates supporting the strategic aim to renew the scientific profile of the University of Oulu. We expect interdisciplinary research vision as well as strong collaboration and networking capabilities.

For this tenure track position, we are searching for a visionary expert in an area relevant to implementation research – assessing research questions on how to translate the evidence base of disease etiology and prevention and health promotion to cost-effective action in social and healthcare systems and/or wider global society. Relevant fields of science include but are not limited to medicine and other health sciences, psychology, statistics, political sciences, economics and ethics.

Our tenure track (assistant professor and associate professor) is positioned for exceptionally talented researchers with a high potential to advance in their careers. The top candidates will undergo an evaluation by external, international experts and are required to reach top scores (5-6 on a scale from 1 to 6 for scientific activity and as the overall score) in order to qualify for the position.

You are expected to hold a doctoral degree in a relevant field, and you are fluent in English. Because this is an interdisciplinary position, depending on the position level, we expect a vision (assistant professor) or demonstrated experience (associate professor) in interdisciplinary approaches in research.

Qualifications for a tenure track assistant professor position

You have a doctoral degree in applicable research field. You must demonstrate the ability to work independently and have proven teaching skills. In order to be eligible for a position as assistant professor, you must have received your doctoral degree not more than ten years ago (at or later than 2015, excluding career breaks).

Qualifications for a tenure track associate professor position

You have a doctoral degree in applicable research field. You must demonstrate evidence of scholarly research work and relevant teaching skills. You must have the ability to lead research as well as have experience in acquiring external research funding. We also expect you to have sufficient and relevant experience in international scientific work and evidence of international cooperation.

We welcome applicants from all backgrounds, such as people of different ages, genders, and lingual, cultural, or minority groups.

The selection process follows the University of Oulu recruitment guidelines. The process is carried out by a recruitment committee and the candidates are subjected to publication analyses based on their publication lists. The candidates that are considered most suitable by the recruitment committee will also undergo an expert evaluation assessing the following merits:

- *Research activities and their reflection in the candidate's publication record, scientific presentations, and other recognitions, e.g. awards and patents*

- *Teaching activities and their evaluation (teaching portfolio; including students' evaluation)*

- *Supervision of undergraduate, master's and doctoral students*

- *Acquisition of competitive research funds*

- *International scientific activities (research, keynotes, workshops, conferences) and networks*

- *Academic community and administrative services*

- *Academic and public relevance of research activities*

The eligible candidates fitting best in the profile expected for the position will be invited to an on-site or remote interview. All applicants will be notified during the selection process.

The total number of applications received was 33.

Selection process

The PROFI8 Strategic Steering Committee, led by the Vice Rector for Research, accepted the proposed recruitment committee (RC) in its meeting on 21.5.2025. Professor Miia Jansson, FMED, accepted the invitation, but she had to withdraw before the first meeting due to conflict of interest. No additional committed suitable RC member candidates were found who would not have had conflicts of interest with any of the applicants. The final composition of the RC, which fulfilled the requirements of the strategic steering committee and the theme leadership, despite that there were no nominated male candidates, was as follows:

- Chair: Riitta Kaarteenaho, Professor, FMED) (F)

- Julia Jäkel, Professor, FEDU-Psych, (F)

- Riikka Korja, Professor, University of Turku, (F)

- HR representative: Tiina Pääkkönen, Human resources manager (HR vice-representative: Outi Tolonen, HR Partner)

- Secretary: Ritva Saastamoinen, Health Dimensions Coordinator

During 23.5.-12.6.2025, the RC familiarized with the call text, scientific scope, needs and expectations of the call, application documents and to the applicants' publication analyses. Based on these documents, the following six candidates were identified who best fulfilled the selection criteria and were chosen for academic evaluation conducted by external experts.

One candidate to be evaluated for assistant professor level:

- PhD, Docent Polina Girschenko, University of Oulu

Five candidates to be evaluated for associate professor level:

- MD-PhD, Docent Eveliina Heikkala, University of Oulu

- MD-PhD, Docent Markus Haapanen, University of Helsinki

- PhD, Docent Tuomo Mantere, University of Oulu

- PhD, Docent Ville Pimenoff, University of Oulu

- PhD, Docent Elisa Rahikkala, University of Oulu

Short-listing was performed after independent review of all candidates by each RC member.

13 candidates did not pass for further considerations, either due to not being formally eligible or the application being deficient or merits clearly not satisfying the required expectations. Seven candidates did not pass to the first shortlist because none of the RC members included them in their individual top candidate shortlist due to inadequate merits and/ or suboptimal fit of their research plan in the call.

The remaining 13 candidates who passed the first-step shortlist were considered in more detail. Seven candidates who did not pass to the final shortlist were seen as "Very good and qualified candidate, but the merits are not strong enough to be ranked in the top candidates, and/ or the research plan does not fit optimally in the call".

After considerations of the best and borderline candidates, the RC decided to submit six candidates for external evaluation. Justification not to limit to the recommended four candidates are: 1) It was hard to prioritize between equal candidates who all represent a different research profile with particular strengths each; and 2) gender equality aspects. The six candidates who

passed to the final shortlist were considered the most potent, classified as excellent candidates with strong merits and match with the call.

The academic evaluations conducted by external experts sought to find field-specific insight on the academic merits of the applicants, in relation to the open position. Special attention was paid to find qualified experts on implementation research, which is a new scientific area at the University of Oulu.

The RC identified a number of qualified external international experts who would cover the field of the position. The chair of the RC invited the evaluator candidates. The following three experts agreed to conduct the evaluations:

-   Prof. Gabriele Bammer, Australian National University, National Centre for Epidemiology and Population Health, Canberra Australia (F). She is the inaugural President of the Global Alliance for Inter- and Transdisciplinarity (ITD Alliance) and developer the new discipline of Integration and Implementation Sciences (i2S).

-   Prof. Walter Ricciardi, Faculty of Medicine and Surgery, Catholic University of the Sacred Heart in Rome, Italy (M). His main area of research is Public Health. He is the author of more than 400 scientific publications in impacted journals and 20 books and text-books, and he is the Editor of the European Journal of Public Health, the Oxford Handbook of Public Health Practice and the founder of the journal Epidemiology, Biostatistics and Public Health.

-   Prof. Kristie Foley, Wake Forest University School of Medicine, Winston-Salem, USA (F). She is the Chair of the Department of Implementation Science, which is the catalyst for the adoption, integration and sustainability of evidence-based practices into real world settings to improve population health. The expertise in methodology and theory spans the life course from pediatrics to gerontology and encompasses a wide range of behavioral and disease burdens, such as substance misuse, infectious diseases, cancer, cardiometabolic conditions, and lifestyle-related health issues.

In order to check possible disqualifications, shared publications with 50 or fewer authors at or later than 2022 and affiliations of all listed evaluator candidates, including those in the reserve list, were checked as exclusion criteria utilizing a report produced by the bibliometrics team of the university library. Moreover, the experts were asked to notify the recruitment committee of any disqualifications in connection with receiving the candidate details. To guarantee transparency and to recognize the risk of disqualification, the candidates were also notified of the evaluators beforehand.

The agreed evaluation period was 26.6.-4.8.2025.

Close to the end of the evaluation period, it appeared that Prof. Bammer was not able to complete her evaluations even with a significantly extended timetable, and she had to withdraw from the evaluation task. The statements and scores of Professors Ricciardi and Foley arrived on time. The

RC decided to have an intermediate review of the results to discuss the next steps.

To be eligible in terms of scores, the candidates are required to obtain an average of all evaluators 4,50 (rounded to 5) or higher in both scientific activities and as an overall rate.

Evaluation documents and the recruitment committee's numerical summary of the evaluations can be found in appendix.

After evaluations of Ricciardi and Foley it became clear that three candidates (Polina Girschenko, Eveliina Heikkala and Elisa Rahikkala) would not pass the tenure track eligibility threshold, no matter how high scores the third evaluator would give. The statements received from these two evaluators are not in line with each other. Girschenko's scores for scientific activities were 4-4 and overall scores 4-3 and neither of the evaluators ranked her high. The scores and rankings varied between the two evaluators especially for Heikkala and Rahikkala. Foley appreciated Heikkala as the second-best of all six evaluated candidates, with excellent (5) scientific activities, but still gave her overall score only 3. Combining these with Heikkala's scores from Ricciardi (3-3), they were too low to be considered further. Rahikkala received excellent scores in both scientific activities and as overall score from Ricciardi (5-5), but exceptionally low ones from Foley (2-2) and she ranked low.

It was agreed that the three applicants who cannot reach the eligibility threshold for both scientific activities and overall score, will not be subject to evaluation by the third expert. Therefore, candidates Girschenko, Heikkala and Rahikkala were not considered further, whereas the other three candidates (Markus Haapanen, Tuomo Mantere and Ville Pimenoff) who received higher scores and rankings were to be evaluated by a third expert.

The third evaluator was successfully identified with a commitment to complete the evaluation task within the proposed timeframe. The third evaluation was performed on the remaining three top candidates during 14.8-29.8.2025 by an expert from the evaluator reserve list:

- Prof. Per Nilsen, University of Lindköping, Sweden (M). His focus is in implementation science, addressing the research-to-practice gap. He is also engaged in health services research, public health studies, interdisciplinarity, theory use and behaviour change.

Ville Pimenoff received the highest scores on scientific activities (6-5-6, average 5,67) and as overall score (6-4-6, average 5,33), and two of three evaluators ranked him 1. The written statements gave very different views on his competence. He was considered the strongest candidate in terms of academic track record by all evaluators. However, despite this, Foley stated he lacks relevant translational science and clinical experience and did not see him fit in healthcare implementation research.

Markus Haapanen was ranked 1. by one evaluator and 3. by the two others. His scores in both scientific activities were excellent, with score 5 by all evaluators in both categories. He was seen as a promising early-career

researcher with less experience than the more senior candidates, but his strength compared with other two other candidates is higher relevance for healthcare implementation research.

Tuomo Mantere received excellent to outstanding scores in scientific activities (5-5-6; average 5,33) and slightly variable overall scores (5-3-6; average 4,67). The lowest score, given by Foley, was based on the view that despite excellent scientific merits she did not see Mantere fitting in healthcare implementation research.

Based on the evaluations and exceptionally contradicting views by the evaluators, the recruitment committee decided to invite all three candidates who fulfill the numeric eligibility criteria to be interviewed and to give an oral presentation (Markus Haapanen, Tuomo Mantere and Ville Pimenoff). They also discussed and concluded that the evaluations indicate contradicting views on the candidates' suitability and leave their potential open, meaning that the outcomes of the interviews will largely determine the final ranking of the candidates.

The presentations and interviews were conducted remotely on 18.9.2025. All RC members participated in the interviews, with Tiina Pääkkönen as the HR representative. The Dean of the recruiting faculty Jukka Hakkola was not able to be present. The interviews focused on gaining further understanding on the competence of each candidate in relation to the open position and their career level, as well as their leading style and motivation to apply for the position. The interviewees were also asked to share their views on how they would contribute to development of the Profi research programme, as expected in the call text.

Due to the fact that the field of the open position, healthcare implementation research, is a new opening at the University of Oulu, the interviews focused especially to explore, how well the candidates are familiar with the emerging field and how well their research plan and profile fit in with these expectations. As indicated in the call text, a visionary expert is searched for in an area relevant to implementation research – assessing research questions on how to translate the evidence base of disease etiology and prevention and health promotion to cost-effective action in social and healthcare systems and/ or wider global society.

Justifications for the selection

MD-PhD, Docent Markus Haapanen:

Haapanen is a licenced physician who completed his doctoral degree at the University of Helsinki at the same year with his medical degree in 2020. He received a title of Docent in experimental geriatrics at the University of Helsinki in 2024. He is currently a Visiting Research Fellow at the University of Queensland, Centre for Health Service Research, Brisbane, Australia until January 2026 and is specializing in geriatrics (3/5 years) in Finland. In parallel with a part-time Visiting Research Fellowship at Karolinska Institutet, Department of Medical Epidemiology and Biostatistics, his previous work experience includes part-time Senior Researcher position (2023-2024) at Folkhälsan Research Center, Helsinki, and he has been a part-time sub-

investigator for clinical vaccines research at the University of Tampere during 2020-2024. The proposed research topic is "A life-course approach to multimorbidity".

Summary of Haapanen's evaluation: Haapanen is an excellent emerging talent with anticipated ascending trajectory and potential, with only 5 years from PhD and recent docentship. He is a clinician, currently specializing in geriatrics, who would strengthen the weakly represented field of gerontology research in Oulu. One of the evaluators ranked him 1. and two others 3. Scores on both scientific activities and overall grade were 5 from all three evaluators. His performance in the interview was outstanding. He has excellent networks. He is enthusiastic and very motivated and committed to come to Oulu with quick translocation after returning from his research period in Australia early 2026. Although he did not receive as high scores as Mantere and Pimenoff, the recruitment committee considered him excellent relative to his early career stage and the best fit in the position. He would introduce a new research field in Oulu and he aligns excellently with healthcare implementation research and multimorbidity, which is central in Health Dimension programme and in the current position. Final ranking: 1.

PhD, Docent Ville Pimenoff:

Pimenoff completed his PhD in population genetics at the University of Helsinki in 2008 and received a Title of Docent in Evolutionary Medicine and Bioinformatics at the University of Oulu in 2024. He is currently affiliated with the University of Oulu, and he was a visiting scholar in Stanford University, USA in 2025. He has previous positions at Karolinka Institutet, Sweden (2020-2024), preceded by several postdoctoral researcher visits during 2009-2019 in at Charite Berlin, Germany, Pompeu University and ICO-IDIBELL, Spain, and University of Antioquia, Colombia. The proposed research topic is "Mapping of long-term airborne biotic and abiotic exposures for human health".

Summary of Pimenoff's evaluation: Pimenoff received excellent to outstanding external evaluations, with average score 5,7 on scientific activities and 5,3 as average overall score. The evaluation statements, however, raised concern of his profile in relation the applied position. He performed excellently in the interview, introducing an interesting and relevant research proposal. His merits are excellent, and his research line has great cross-unit and interdisciplinary collaboration potential. His exposome-focused research would fit in excellently with Health Dimensions programme, partly overlapping with the research already done in Oulu. His views on implementation research remained at slightly superficial level in relation to the expectations of the call for assessing research questions on how to translate the evidence base of disease etiology and prevention and health promotion to cost-effective action in social and healthcare systems and/or wider global society. Final ranking: 2.

PhD, Docent Tuomo Mantere:

Mantere completed his PhD in cancer genetics at the University of Oulu in 2017. He has a Title of Docent in Medical Genomics at the University of Oulu since 2024. He is currently a Academy Research Fellow (2024-2028)

at the University of Oulu, Translational Medicine Research Unit. After his PhD, he worked as a postdoc researcher in Radboud University Medical Center, Nijmegen, Netherlands (2018-2020), after which he returned to Oulu as a Junior Principal Investigator. The proposed research topic is "Integrated optical genome mapping and transcriptome analysis in acute myeloid leukemia using hematological biobank samples: implications for diagnostics and research".

Summary of Mantere's evaluation: Mantere is a highly merited excellent researcher in his field with very strong academic track record. In the external evaluation, he received excellent to outstanding scores in scientific merits (average score on three evaluations 5,3) and overall grade (average score 4,7). The evaluation statements, however, raised concern of his profile in relation the applied position. The interview strengthened the impression that his profile does not fit optimally in the position due to lack of evidence of research, practice or vision in healthcare implementation science. His view on implementation research was considered too narrow. Furthermore, his research plan or profile focused on cancer research and rare genetic diseases does not represent the multimorbidity aspect as expected in the position. He clearly fulfills the required tenure track qualification criteria, but he would be more suitable to seek to occupy a tenure track position with a task description fitting better in his research profile than the current position. Final ranking: 3.

To conclude, Markus Haapanen's profile and planned research align excellently with Health Dimensions programme and he meets best the expectations of the position. Haapanen has the strongest profile in the position bringing scientific renewal to Oulu in a new research area. Based on the external evaluations, performance in the interview and expectations of the position, the recruitment committee is confident to propose that Markus Haapanen has the best qualifications for the position especially due to his optimal fit in multimorbidity and deep insights on healthcare implementation research.

Selection proposal

All three interviewed candidates (Markus Haapanen, Ville Pimenoff and Tuomo Mantere) have excellent merits and they all fulfill the tenure track eligibility criteria.

Based on the application documents, job description, external evaluation and performance in the interviews, Markus Haapanen is proposed for the position in healthcare implementation research at associate professor level.

In case Markus Haapanen will not accept the position, the recruitment committee proposes Ville Pimenoff as a reserve candidate to the position at associate professor level.

Dean of the hosting faculty Jukka Hakkola, FMED, has been communicated about the selection proposal.

Profi 8 ohjausryhmä puoltaa päätöstä.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esityksen Markus Haapasen nimittämisestä tehtävään associate professor -tasolle. Hänen kieltäytymisensä varalle tutkimusneuvosto hyväksyi varaehdokkaaksi Ville Pimenoffin associate professor -tasolle.

4§ Professorinimitysten asiantuntijoiden hyväksyminen
(esittelijä Mari Katvala)

4§ Esitykseen liittyvät dokumentit ovat nähtävissä tutkimusneuvoston Teams -työtilassa.
Ks. myös yliopiston ohjeet Patio-intranetissä: Palvelut ja ohjeet/Henkilöstö/Rekrytointi: Palvelukortit "Rekrytointiohje" ja "Professorin rekrytointi".

4.1 Esitys asiantuntijoiden nimeämisestä: Tenure Track Advancement from Associate to Full Professor Level (ITEE, Soh)

Professor in Antenna Design and Technology

Tenure Track Advancement from Associate to Full Professor Level

Field and Location

The position is in the Centre for Wireless Communications – Radio Technologies (CWC-RT) research unit at the Faculty of Information Technology and Electrical Engineering (ITEE).

The Faculty of Information Technology and Electrical Engineering (ITEE) is extremely experienced in participating in and/or managing EU co-financed and international projects. Centre for Wireless Communications (CWC) at ITEE employs almost 200 personnel, including

- 17 full or associate professors,

- 25+ other senior scientists,

- 30+ postdoctoral researchers, and

- about 100 doctoral researchers.

The fundamental research at CWC focuses on radio access and network technologies, signal processing, radio frequency (RF) engineering, antennas and propagation, future wireless internet, machine learning and artificial

intelligence for and over networks, network security, and software-defined networks (SDN). The research infrastructure includes an advanced RF laboratory with an anechoic chamber, the highest frequency channel sounding measurement system composed of three fundamental elements: Keysight PNA-X vector network analyzer, Virginia Diodes (VDI) Vector Network Analyzer Extension Modules (VNAXs), and custom rotatory stages. CWC also runs and develops a commercial-grade semi-open 5G Test Network, which is currently evolving towards 6G capabilities during the 2020s.

The position is directed to investigating the fundamentals of electromagnetic radiation and antenna design, including their design and application in RF transceiver hardware and their practical application in evolving systems, including cellular 5G/6G systems and other networks.

Dr. Jack Soh is currently an associate professor (tenure) in the CWC-RT research unit. According to the CWC-RT research unit, he has advanced in his career and exceeded the expectations set for an associate professor. The unit has requested that an evaluation process be started for his promotion per the University of Oulu tenure track guidelines. Therefore, he is to be evaluated for a permanent full-professor position.

Required Qualifications

The general qualifications for a full professor are the following:

A person appointed to the position of professor has:

- A doctoral degree

- High-level scientific competence

- Experience in leading scientific research, and

- The ability to provide high-level research-based teaching, supervise theses, and participate in international cooperation projects in his field of expertise.

- The position also requires the ability to act as an academic leader.

Job Responsibilities

- According to section 33 of the Universities Act, a professor shall carry out and supervise scientific or artistic work, give education based on it, follow developments in science or art, and participate in societal interaction and international cooperation in his or her field.

- As a professor, the appointee is expected to strengthen ITEE's research and education overall and the CWC-RT research unit. He is also expected to be able to acquire national and international external research funding.

Evaluation

The evaluation procedure will be carried out by three distinguished external experts assessing the following merits:

Scientific activities and their reflection in the publication record, scientific presentations, and other recognitions, e.g., awards and patents Teaching activities and their evaluation (teaching portfolio; including students' evaluation) Supervision of diploma and doctoral students Acquisition of competitive research funds International scientific activities and contacts Services for the academic community Academic and societal relevance and potential of activities

Arvioijaesitys professorin rekrytointiin tenure trackilla edettäessä

Tieto- ja sähkötekniikan tiedekunnassa associate professor -tasolta professor -tasolle arvioitavan Jack Ping Sohin tehtävään alalla "Antenna Design and Technology" esitetään seuraavia asiantuntijoita toteuttamaan tehtävän täyttöön kuuluva akateeminen arviointi.

1. Prof. Thomas Eibert, Technical University of Munich [M]

2. Prof. Marianna Ivashina, Chalmers University of Technology [F]

3. Prof. Andrea Massa, University of Trento [M]

Varalle esitetään:

Prof. Gert Frølund Pedersen, Aalborg University [M]

Prof. Anja Skrivervik, École Polytechnique Fédérale de Lausanne [F]

Prof. Cyril Luxey, Polytech Nice Sophia [M]

Esteellisyydet yhteisten julkaisujen osalta tarkistettiin kirjaston bibliometriikkatiimin tuottaman raportin avulla. Lisäksi asiantuntijat ilmoittavat esteellisyydestään hakijatietojen toimittamisen yhteydessä. Läpinäkyvyyden takaamiseksi ja esteellisyysriskien tunnistamiseksi myös arvioitava saa arvioijat tietoonsa jo etukäteen.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi asiantuntijat esityksen mukaisesti.

4.2 Esitys asiantuntijoiden nimeämisestä: Invited professor in the field of radio frequency instrumentation and measurements (ITEE, Leinonen)

Centre for Wireless Communications (CWC) at the Faculty of Information Technology and Electrical Engineering currently consists of two research units: CWC-RT and CWC-NS. These units cover research and education in telecommunications engineering, ranging from data transmission channels and radio frequency circuit solutions to communication networks and services.

The research groups within CWC-RT are currently focused on radio frequency (RF) technology, telecommunication signal processing, radio access technologies and systems, and intelligent and learning-based communication solutions. CWC also leads the 6G Flagship program.

RF technologies have been a key growth area in wireless research over the past 10–20 years. The demand for experts in this field has increased and remained strong even during the recent economic downturn. The RF research group also secures a significant portion of CWC's external research funding. Furthermore, the group and its expertise play a central role in the development of the Oulu 5G/6G test network.

The RF research group currently includes three professorships at different levels: Professor (radio frequency circuits and systems), Associate Professor (antenna technology), and Assistant Professor (RF signal processing). In addition to these, the group includes several researchers at the docent level. One of them is Research Director, Docent, D.Sc. (Tech.) Marko Leinonen.

CWC-RT is establishing a professorship in the field of radio frequency instrumentation and measurements and proposes that D.Sc. (Tech.) Marko Leinonen is to be appointed to this permanent position.

There is global competition for experts in radio technology. In radio technology in general—and especially in instrumentation and measurement technology—a professor must combine a strong research background with deep practical expertise gained through work in industry. Since securing competitive supplementary funding and managing projects are central to the role, successful performance requires both strong scientific qualifications and business experience. Additionally, the planned position is highly significant for the growing research related to the defense industry and the operations of the NATO DIANA test center. Therefore, the role requires complete fluency in Finnish and, due to security classifications, preferably Finnish citizenship by birth.

Required Qualifications

A person appointed to the position of professor has:

- A doctoral degree

- High-level scientific competence

- Experience in leading scientific research, and

- The ability to provide high-level research-based teaching, supervise theses, and participate in international cooperation projects in his field of expertise.

- The position also requires the ability to act as an academic leader

- Fluent English

- Excellent Finnish (native-speaker level)

Job Responsibilities

According to section 33 of the Universities Act, a professor shall carry out and supervise scientific or artistic work, give education based on it, follow developments in science or art, and participate in societal interaction and international cooperation in his or her field. As a professor, the appointee is expected to strengthen ITEE's research and education overall and the CWC-RT research unit. He is also expected to be able to acquire national and international external research funding.

Arvioijaesitys professorin rekrytointiin

CWC-RT-tutkimusyksikköön (tieto- ja sähkötekniikan tiedekunta) peruste-taan henkilöstösuunnitelman mukaisesti professorin tehtävä alanaan radio-taajuusinstrumentointi- ja mittaustekniikka (radio frequency instrumenta-tion and measurements).

Tehtävään kutsutaan toistaiseksi voimassa olevaan työsuhteeseen TkT Marko Leinonen, ja tehtävään liittyen esitän seuraavia asiantuntijoita to-teuttamaan tehtävän täyttöön kuuluvan kandidaattien akateemisen arvioin-nin.

1. Professori Thomas Kürner, Technische Universität Braunschweig [M]

2. Professori Minoru Fujishima, Hiroshima University [M]

3. Professori Liesbet Van der Perre, KU Leuven [F]

Varalle esitetään (ei aseteta numerojärjestykseen):

Professori Marianne Ivashina, Chalmers University of Technology [F]

Professori V.E. van Fliet, University of Twente [M]

Professori Christian Fager, Chalmers University of Technology [M]

Esteellisyydet yhteisten julkaisujen osalta tarkistettiin kirjaston bibliomet-riikkatiimin tuottaman raportin avulla. Lisäksi asiantuntijat ilmoittavat

esteellisyydestään hakijatietojen toimittamisen yhteydessä. Läpinäkyvyy-den takaamiseksi ja esteellisyysriskien tunnistamiseksi myös arvioitavat saavat arvioijat tietoonsa jo etukäteen.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat pää-tökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi asiantuntijat esi-tyksen mukaisesti.

Kohdassa 4.2. Matti Latva-aho ei osallistunut keskusteluun eikä päätöksen-tekoon.

Kohdassa 4.2 puheenjohtajana toimi Heli Jantunen.

4.3 Esitys asiantuntijoiden nimeämisestä: Ennaltaehkäisevän lääketieteen professorin (30 %) tehtävän täyttö (LTK)

Oulun yliopiston lääketieteellisessä tiedekunnassa on ollut haettavana en-naltaehkäisevä lääketieteen (30 %) tehtävä 20.5.–10.6.2025 ja 12.8.–14.9.2025 julkaistulla ilmoituksella ulkoisesti.

Tehtävän valintaperusteista ilmoituksessa todettiin seuraava:

"The Professor of Preventive Medicine is a new position, facilitated by do-nation funds. The position requires a new level of cooperation and pooling of resources in concerted efforts with different resources and study groups to achieve new approaches to knowledge and prevention. This requires col-laboration in research, education, and innovation at all levels and with most of the research units of the Faculty of Medicine (fundamental, transla-tional, clinical, and technical), as well as the Health Care System Provid-ers of Northern Finland and Oulu University Hospital.

About the job

- *The professor will be a dynamic individual who provides vision, leadership, and mentoring in the field of Preventive Medicine.*

- *The professor is responsible for undergraduate and postgraduate training, especially the implementation of entrustable professional activities in postgraduate training as part of clinicians' daily work.*

- *Qualifications of the successful candidate include a doctoral de-gree, high-quality scientific competence, experience in supervising scientific research, ability to provide high-quality education based*

on research, supervision of doctoral theses, and evidence of international collaboration in their field of research and training.

- *When assessing the applicant's merits, considerations include scientific publications and other research achievements, teaching experience, pedagogical training, and other teaching merits. Additionally, the applicant's activity in the scientific community, practical experience within the field, success in acquiring domestic and international research funding, scientific work abroad, and other international activities will be taken into account.*

- *The teaching language at the University of Oulu, Faculty of Medicine is Finnish and good knowledge of Finnish is required. Language of teaching and clinical work should be Finnish.*

- *Local work in contrast to remote work is required, so that the professor should be mostly present at the University of Oulu.*

Who are you?

To succeed and enjoy the position, we expect you to have:

- *A doctoral degree in a relevant field*

- *High-quality scientific competence*

- *Experience in supervising scientific research*

- *The ability to provide high-quality education based on research and supervise doctoral theses*

- *Evidence of international collaboration in the field of Preventive Medicine and training*

- *The ability to act as an academic leader*

- *Practical familiarity with the field of preventive medicine*

- *The teaching language at the University of Oulu, Faculty of Medicine is Finnish, and good knowledge of Finnish is required.*

- *Fluent written and spoken English*

We also appreciate:

- *Specialist degree in a relevant field*

- *When assessing the applicant's merits, issues taken into consideration include scientific publications and other research achievements, teaching experience, pedagogical training and other teaching merits.*

- *Things considered to the applicant's advantage are active research in related medical disciplines, networking both nationally and internationally, and experience in administration.*

- *The applicant's activity in the scientific community, practicality within the field concerned, and success in acquiring domestic and international research funding."*

Määräaikaan 14.9.2025 mennessä tehtävää haki 10 henkilöä.

Valintaprosessi

Valintaprosessia valmistelemaan nimettiin dekaanin päätöksellä seuraava valmisteluryhmä (henkilökohtainen varajäsen): Jukka Hakkola (pj.) (Olavi Ukkola), Nina Hautala (Mika Martikainen), Outi Kanste (Mika Nevalainen), Markku Timonen (Jouko Miettunen), Jussi Koivunen (Markus Mäkinen), Outi Tolonen ja Nina Tuohimaa, sekä valmisteluryhmän sihteeriksi Tiina Pääkkönen.

Haun päätyttyä Jussi Koivunen totesi olevansa esteellinen hakijoiden suhteen. Hänen sijastaan valmisteluryhmän kokouksiin osallistui Markus Mäkinen.

Hakuajan päätyttyä valmisteluryhmä tutustui kokouksessaan 12.8.2025 hakemusasiakirjoihin sekä hakijoista tehtyyn julkaisuanalyysiin ja päätti aukaista haun uudelleen 12.8. - 14.9.2025. Näiden perusteella seuraavat hakijat täyttivät tehtävän valintakriteerit parhaiten, ja heistä päätettiin teettää ulkopuolinen asiantuntija-arviointi.

Asiantuntija-arviointiin lähetettävät hakijat ovat Ilkka Heinonen (FT, dosentti, Turun yliopisto), Li Tian (PhD, Helsingin yliopisto), Jani Tikkanen (LT, FT, dosentti, Kuura Health Ltd/Duodecim) ja Alpo Vuorio (LT, dosentti, Mehiläinen). Heidät nosti muiden edelle muita korkeampi julkaisuaktiviteettinsa ja julkaisujensa parempi soveltuvuus haettavana olevan professuurin alaan. Heillä on myös monipuolinen kokemus opetuksesta, merkittäviä yliopistoyhteisöllisiä luottamustehtäviä sekä mittavaa ulkopuolista tutkimusrahoitusta.

Ulkopuolisella asiantuntija-arvioinnilla haetaan alakohtaista asiantuntijatietoa hakijoiden akateemisista ansioista suhteessa haettavaan tehtävään.

Arvioijaesitys professorin rekrytointiin

Lääketieteellisessä tiedekunnassa avoinna olleeseen ennaltaehkäisevän lääketieteen alan professorin 30 % tehtävään liittyen esitän seuraavia asiantuntijoita toteuttamaan tehtävän täyttöön kuuluvan kandidaattien akateemisen arvioinnin.

1. Danielle Mazza, Monash University [F]

2. Gavin McCormack, University of Calgary [M]

3. Katarzyna Czabanowska, Maastricht University [F]

Varalle esitetään:

Erica Frank, University of British Columbia [F]

Michael Sagner, King's College [M]

Sally Green, Monash University [F]

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Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esitetyt asiantuntijat seuraavasti:

1. Danielle Mazza, Monash University [F]

2. Gavin McCormack, University of Calgary [M]

3. Katarzyna Czabanowska, Maastricht University [F]

Varalle:

Erica Frank, University of British Columbia [F]

Sally Green, Monash University [F]

Varalle ehdotetun asiantuntijan Clinical Advisor Michael Sagnerin ei katsottu olevan riittävän ansioitunut tehtävään.

5§ Vuosikello
(esittelijä Mari Katvala)

Tutkimusneuvosto keskustelee tulevista tehtävistään ja päivittää tarvittaessa vuosikelloa. Vuosikello on nähtävissä tutkimusneuvoston työtilassa.

Päätösesitys: Tutkimusneuvosto päivittää vuosikelloa.

Päätös: Tutkimusneuvosto päivitti vuosikelloa

6§ Muut asiat
(esittelijä Mari Katvala)

6.1. Tutkimusneuvoston seuraava kokous

Tutkimusneuvoston seuraava kokous pidetään 28.11.2025 klo 11.00–13.00 lähikokouksena tilassa HR144.

6.2. Muut asiat

Alkavan RAE-arvioinnin valmisteluryhmän nimityspäätös odottaa rehtorin allekirjoitusta, jonka jälkeen ryhmä pääsee aloittamaan työnsä.

Tutkimusvararehtori on tavannut kirjaston bibliometriikkatiimiä RAE-arvointeihin ja tutkimuksen vaikuttavuuden mittaamiseen liittyen.

7§ Kokouksen päättäminen

Heli Jantunen
puheenjohtaja (kohta 4.2)

Matti Latva-aho   Mari Katvala
puheenjohtaja (pois lukien kohta 4.2)   sihteeri

OULUN YLIOPISTO

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