

Introduction of renewed job profiles for Education & Research positions

Dear Sir/Madam

The job profiles for Education and Research (E&R) staff positions were recently renewed. This concerns the following positions: Education/Research Officer, Lecturer, Senior Lecturer-researcher and Research network professor. You are receiving this letter because you hold one of the aforementioned positions under the terms of your employment agreement with the Amsterdam University of Applied Sciences (AUAS). The section below explains the main aspects of the job profile adjustment and implementation procedure.

The Hay profiles for education and research positions have been renewed on the basis of a set of updated principles¹ on the integration of research and education at the AUAS, and student supervision, testing and assessment. These renewed profiles were developed in consultation with experts from the field, validated by the Hay Group and adopted by the Executive Board (CvB) on the basis of a positive recommendation from the Central Representative Advisory Council (CMR) on 23 December 2015. See the AUAS intranet for an extensive explanation of the rationale, context and basic principles underlying this adjustment, an overview of the changes to each job profile and the implementation procedure:

➤ [MijnHvA homepage | A-Z | A-Z for non-Dutch speaking employees of Staffs and Services | Job profiles \(Hay\) | Renewed job profiles](#)

1. The introduction of these renewed job profiles will **not have any impact on your terms of employment**. Effective 1 March 2016, your current position will be automatically transferred to the new job profile (horizontal; see the below overview) and will not result in any changes to your current job level or employee benefits.

Old classification:	scale		Renewed classification:	scale
Research network professor 1	16	→	Professor 1	16
Research network professor 2	15	→	Professor 2	15
N/A			Professor 3 (<i>new</i>)	14
N/A			Senior Lecturer-researcher 1 (<i>new</i>)	14
Senior Lecturer-researcher	13	→	Senior Lecturer-researcher 2	13
Lecturer 1	12	→	Lecturer/Researcher 1	12
Lecturer 2	11	→	Lecturer/Researcher 2	11
Lecturer 3	10	→	Lecturer/Researcher 3	10
Education/Research Officer 1	10	→	Education/Research Officer 1	10
Education/Research Officer 2	9	→	Education/Research Officer 2	9
Education/Research Officer 3	8	→	Education/Research Officer 3	8
Education/Research Officer 4	7	→	Education/Research Officer 4	7
Education/Research Officer 5	6	→	Education/Research Officer 5	6

[Overview of procedure for automatic transition from current education staff job profile to renewed education staff job profile](#)

¹ These basic principles are outlined in documents such as the Strategic Plan 2015-2020 'Inquiring professionals', the Strategic Research Policy for 2015-2020 and the 2014 Design Criteria for Robust and Academically Feasible Education.

As the above diagram illustrates, the *Lecturer* job profile has been changed to *Lecturer/Researcher*. This adjustment was prompted by the need to further integrate education and research. Lecturer/Researchers whose main focus is research must always spend a certain amount of time education. Lecturer/Researchers whose main focus is education are not necessarily required to spend time on research activities. However, they will be expected to contribute to the elaboration of evidence based learning in the curriculum to a greater or lesser extent, and may take part in applied research on a periodic basis. All positions comprise a mix of teaching, research and coordinating tasks. The renewed job profiles offer a framework for teaching staff career paths, with an emphasis on education, research or management.

Appointment on the newly introduced job levels 'Professor 3' and 'Senior Lecturer-researcher 1' is subject to approval of the Executive Board. The Professor 3 position will be accompanied with a special guided career path.

- Introduction of the renewed job profiles will not require any reclassification: employees will not be assigned to new job categories. This means your supervisor will not conduct an assessment to determine whether your new job profile accurately reflects your actual position at the time of implementation. This will not be necessary, as the current and new job profiles are identical in terms the demands of each job level². The below overview outlines the most important changes for each position.

Old E&R job profiles → adopted on basis of 2004-2008 situation	Renewed E&R job profiles → renewed to reflect 2015-2020 situation
<ul style="list-style-type: none"> • Research conducted as a part of the Lecturer and Senior Lecturer-researcher (SLR) positions has been included as a minor job component. 	<ul style="list-style-type: none"> ➤ Research, conducted alongside teaching activities, has been included as primary process and further elaborated in four education and research staff profiles.
<ul style="list-style-type: none"> • Education provided as a part of the Professor position has been included as a minor job component. 	<ul style="list-style-type: none"> ➤ Education has been more thoroughly integrated into the Professor position in the various performance areas.
<ul style="list-style-type: none"> • Testing and assessment summarily included in Lecturer and Senior Lecturer-researcher positions 	<ul style="list-style-type: none"> ➤ Testing and assessment is now included more explicitly, in accordance with AUAS and nationwide higher professional education sector agreements.
<ul style="list-style-type: none"> • Performance area: 'old style' academic career counselling 	<ul style="list-style-type: none"> ➤ Performance area: 'new style' student counselling
<ul style="list-style-type: none"> • Professor position comprises two levels 	<ul style="list-style-type: none"> ➤ Professor position now comprises three levels, with new level 3 'Assistant professor' (scale 14)
<ul style="list-style-type: none"> • Senior Lecturer-researcher position comprises one level 	<ul style="list-style-type: none"> ➤ Senior Lecturer-researcher position now comprises two levels (new level 1 in scale 14)

Overview of key changes to the renewed Education & Research job profiles

² The new job profiles have been weighted and validated by the Hay Group on the basis of the Hay method, in accordance with the job classification system for universities of applied sciences outlined in the Employment Agreement for the Higher Professional Education Sector (cao-hbo).

3. As of the implementation date, the renewed job profile will serve as a frame of reference during scheduled appraisal interviews. You will reach result and development agreements with your supervisor on the basis of the renewed profile in your annual consultation. Agreements regarding your professional development, the 'best fit' between your individual ambitions and career perspectives and expected performance levels must be in accordance with the new profile. If necessary, you and your supervisor will reach additional agreements in order to ensure that all agreements are optimally aligned with the renewed job profile. For example, you might make arrangements for the transition period. Your performance will be assessed in 2016 on the basis of previous agreements in line with the old/non-renewed job profile. As of 2017, your performance will be assessed on the basis of result and development agreements based on the renewed job profile.
4. In case you believe the automatic transfer of your job classification does not accurately reflect your actual tasks and responsibilities, you may make your reservations known to your supervisor. The annual consultation is the ideal time to share your thoughts with your supervisor. The supervisor will take your arguments into consideration. If you feel the outcome is unsatisfactory, you may always invoke the AUAS' *Internal objection procedure for job classification Regulations*.

Please check the information on the AUAS intranet if you have further questions about this letter, or consult your supervisor. In order to answer your questions fully, your supervisor may ask for the assistance of the HR team of your faculty.

Kind regards,
on behalf of the Executive Board

Huib de Jong

Amsterdam University of Applied Sciences (AUAS) Rector