



Til: Instituttstyret

Fra: Instituttleder

Sakstype: vedtakssak

Møtesaksnr: 23/2026

Møtedato: 9. september 2026

Notatdato: 31. august 2026

Arkivsaksnr:

Saksbehandler: Hagelund/ Schwab

Utlysning av fast stilling som førsteamanuensis (SKO 1011) knyttet til OLA-programmet

Henvisning til lov- og regelverk

Personalreglementet ved UiO..

Regler for tilsetting i professorater og førsteamanuensisstillinger ved UiO.

Bakgrunn for saken

Vi har mottatt oppsigelse fra Laavanya Kathiravelu og har dermed handlingsrom til å utlyse en ny stilling. Etter en helhetlig vurdering av behovene ved ISS' studieprogram foreslås det å tilsette en person som kan bidra inn på masterprogrammet Organisasjon, ledelse og arbeid (OLA).

Begrunnelse: Det er i dag personer i tre faste stillinger som er ansvarlige for hovedtyngden av undervisning på OLA-programmet. En av disse nærmer seg pensjonsalder og skal før det avvikle forskningstermin. De to andre har begge hatt en stor arbeidsbelastning over tid og har store overskudd på timeregnskapet. Flere andre ansatte og emeriti som har bidratt inn i programmet nærmer seg også pensjonsalder og/eller har mindre kapasitet. Situasjonen er svært sårbar, og ved fravær vil det være svært vanskelig å tilby tilstrekkelig undervisning uten å omdisponere annet personal som mangler kompetanse på OLA-feltet.

Det er derfor behov for å lyse ut en førsteamanuensisstilling innenfor de samfunnsvitenskapelige disiplinene. Den som tilsettes må ha kompetanse innenfor arbeidslivet generelt og norsk arbeidsliv spesielt. På grunn av tett samarbeid med norsk arbeids- og organisasjonsliv er det et krav om at vedkommende behersker norsk eller et annet skandinavisk språk.

Det er budsjettmessig dekning for stillingen.



UNIVERSITETET I OSLO

FORSLAG TIL VEDTAK

Instituttstyret godkjenner utlysningsteksten og foreslår overfor Det samfunnsvitenskapelige fakultet å lyse ut en førsteamanuensisstilling (SKO 1011) med ansvar for OLA-programmet.

Anniken Hagelund
instituttleder

Inger-Lise Schwab
kontorsjef

Vedlegg Utlysningstekst

Associate Professor within the Social Sciences or Humanities

Organization, Leadership and Working Life (OLA/*Organisasjon, ledelse og arbeid*)

Job description

One permanent position as Associate Professor (SKO 1011) within the Social Sciences is available in the [Department of Sociology and Human Geography](#).

We seek candidates who can contribute to the running and development of [Organization, Leadership and Working Life](#), a Norwegian-language, interdisciplinary master's program. The program's interdisciplinary nature is reflected both in its theoretical and methodological approaches. A core component of the program is *Prosjektforum* in which students carry out an R&D project for an organization or firm.

Applicants who are qualified for full professorship can be promoted after a formal review process once they have taken up their position.

More about the position

The department is ranked as the premier academic research institutions in sociology and human geography in Norway, conducting top international research while offering high quality education for students. The OLA master's programme is among the University's most popular study programmes, attracting highly motivated students from a broad range of backgrounds.

Research at the department is broadly orientated. The department currently has strong research activities in the fields of social inequality, migration, integration and diversity, cultural and political participation, population dynamics, urban studies, sustainable transformations, and work, organisations and politics. The successful candidate has a strong teaching and research profile that is compatible with the department's profile, in particular with Working Life, including Management and Organization Theory.

The successful candidate is expected to initiate and lead research, supervise, participate in teaching and assessment at all levels, but with a particular focus on the OLA programme. The associate professor must be able to be in charge of and contribute to the program's flagship course based on project work. This task demands familiarity with Norwegian working life. Administrative duties in accordance with the needs of the department must also be expected. Permanent staff are expected to divide their time evenly between assigned teaching and administration, and independent research.

Appointees who do not have basic pedagogical competencies must acquire such within the first two years of employment; this is also a requirements for promotion to full professorship.

Residence in the greater Oslo area is required.

Qualifications and assessment criteria

Pursuant to applicable regulations, applicants will be evaluated based on their documented academic qualifications as well as qualifications in teaching, management and administration.

- Candidates must hold a PhD from within the social sciences or humanities with particular competence within Organization Studies and/or studies of Working Life.
- In the evaluation of candidates for the position, emphasis will be placed on research and international publication in recent years as well as the candidates' future research potential. In the assessment of publications, originality, quality and scope will be emphasized.
- Teaching abilities are an important factor in the evaluation of candidates. Relevant pedagogical and other experience should be well documented in a teaching portfolio that addresses students' learning, development over time, a research-based approach to teaching and learning, and a collegial approach and practice (SoTL).
- The successful candidate must be able to lead and develop *Prosjektforum*. This task demands familiarity with Norwegian working life and ability to work in a Scandinavian language.
- Demonstrated ability to contribute to the academic community as well as society at large through research leadership, administrative responsibilities, editorial work, communication and outreach. The full range of these criteria will be explicitly applied in the evaluation of candidates.

Interviews will be part of the appointment process, along with a trial lecture.

The final hiring decision is the responsibility of the department's board and will be based on an evaluation of the overall qualifications of the shortlisted candidates as well as the department's needs.

We offer

- An academically stimulating working environment
- Salary according to pay grade 60-XX (NOK 509 100 - XX a year) for Assoc. Prof. Pay grade 69-82 (NOK XX-XX) for Prof.
- Good pension benefits under the [Norwegian Public Service Pension Fund](#) scheme
- [Good welfare benefits](#)
- The University of Oslo has signed an Inclusive Workplace Agreement

The electronic application must contain

- Application letter
- CV with full information on educational background, teaching activities and administrative experience, and any other qualifying activities.
- A complete list of publications

The letter of application and all supporting documents must be in either English, Norwegian or another Scandinavian language.

A sorting committee will be appointed if there are many applicants for the position.

Actual academic works should not be included at this time. After the sorting committee has completed the first stage of the review process, an expert committee will invite the most appropriate candidates to submit up to seven academic works published the last ten years that the applicant wishes to have considered in the assessment process (a doctoral dissertation or a monograph will count as three

publications). Copies of educational certificates and letters of recommendation may be required from the shortlisted candidates, but should not be included in the application.

Questions regarding the scope of the thematic areas may be addressed to the Head of the Department (see below).