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Talent Search since 2015-

Summary of first seven pilot cases

- more than 500 scholars contacted
- more than 300 answers/discussions
- more than 80 applied
- + 20 Shortlisted

Talent Search process

Screening & Longlisting

Preparation

Selection committee

MIS

HR

Tenure Track applicants’ publication analyses and reappointment candidates’ reviews since 2011-

MIS

Learning Centre

HR

KPI indicator: Review of Tenure Track recruits since 2017-

RIS

MIS

HR

Tenure Track recruits review as part of the RAI process 2018

RIS

MIS

Bibliometric tools
Web of Science, InCites, Scopus, Google Scholar, other field specific sources

Abbreviations of units
MIS=Management Information Service
RIS=Research & Innovation Services
HR=Human Resources Services

Nordic Workshop on Bibliometrics and Research Policy, Helsinki, November 9-10, 2017

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