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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

- Shortlisting
- Screening & Longlisting
- Searching & Contacting
- Preparation
- Selection committee

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

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

Talent Search since 2011-2016

- Tenure Track publication analyses
- 2011-2016

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