

Research profile– Associate Professor2 (August 2022)

To initiate and carry out scientific research in a broad or specialist field of research, in line with the ISS Research Strategy, with the aim of developing scientific knowledge and applying it in a field of research. While engaging other disciplines and stakeholders

Activities	Professional skills	Demonstrate achievements (possible)
Contribution <ul style="list-style-type: none">• Research activities have evident relevance and are visible for science, society, governance and/ or the corporate world• Actively manages relationships with business partners, governmental bodies, relevant societal partner or active involvement in professional associations• Proactive role in a cross-disciplinary research activities• Pioneering a new area of research/ innovating an existing field, in line with the ISS Research Strategy• Independently contributing to the field of studies	<ul style="list-style-type: none">❑ Vision❑ Environment Orientation❑ Persuasiveness❑ Cooperating❑ Integrity❑ Presenting❑ Leadership	<i>Self-assessment:</i> Reflects on how their research has contributed to the development and application of new knowledge and how that manifests itself within the discipline. Professional activities <ul style="list-style-type: none">• Quality and quantity of total amount of research output (e.g. datasets)• Quality and quantity of the network• Owns a good qualitative and quantitative publication record (e.g. 1st author, (inter)national, ISI journals)• Public appearances (quantity and role) for example at work conferences, congresses• Active member of a research group, graduate school, etc.
Development of research <ul style="list-style-type: none">• Has a vision on own research in a (future) research plan (incl. implementation plan)• Pioneering a new area of research/ innovating an existing field, in line with the ISS Research Strategy• Translates developments in the research field into (inter)national research programmes	Professional Attitude <ul style="list-style-type: none">❑ Pro-actively seek and act on possibilities and opportunities for research❑ Demonstrates research integrity❑ Focuses on and acts on the possibilities and opportunities arising from society❑ Significant national and/or international engagement❑ Ensures continuous and open communication by setting a good example❑ Demonstrates collaborative and collegial attitude	Measures of results <ul style="list-style-type: none">• Several years of international experience• Signs of (inter)national recognition, as shown by e.g. participation in (inter)national conferences, occasionally presenting papers, citations• Participates in the organization of conferences• Membership of editorial team (journal)• Demonstrates integrity by, e.g. having a data management plan, ethical approval, archive package of (meta)data with publications• (Possible/Intended) impact on policy or activities outside the organization (e.g. society, governance)• Number of and positively assessed quality of research proposals• Obtained funds or personal grants• Number and results of PhD students (co-promotor) and evaluation
Publication <ul style="list-style-type: none">• A research-intensive profile for the past 6 years (allocation is based on the most recent 3-year average of A/B/C publications)• At least 3 accepted publications in journals in his/her field of expertise (in a 6-year period) relevant to development studies that are A-rated according to the CERES valuation system		
Supervising/ coordination <ul style="list-style-type: none">• Proven experience in the coordination of an international research project/work package/program or in societally relevant projects with a clear research output, in both cases involving coordination of the work of other researchers/contributors• Support and supervises academic staff regarding the content of their research and the development of their research skills• Proven capacity to supervise PhD researchers including those from the South, i.e. member of the supervisory team of at least 4 PhD candidates		
Acquisition <ul style="list-style-type: none">• Successful acquisition of external / non-ISS funding for a research project, individually (e.g. Veni, ERC, or another equivalent research grant) or as part of a group application for a major external research grant Profiling/ visibility <ul style="list-style-type: none">• International recognition through active participation in international networks, invitation as key-note speaker, membership of the executive editorial board of a reputable international academic journal in a relevant field⁴, or similar indicators.		