### **Research**

**Performance and skills**  
**This is assessed on the basis of the ability to:**

* deliver scientific findings of a high quality, published and cited in national and international publications, or disseminate information in media;
* apply for and be awarded external research funding;
* actively contribute to building a successful research environment;
* successfully supervise doctoral students and post-doctors;
* be called on to peer review for international journals;
* be called on to act as an expert at various levels, nationally and internationally;
* actively take on tasks at SLU such as membership of boards, councils or projects;
* be awarded assignments outside SLU, e.g. in external research organisations or as external expert, external reviewer or grading committee member at theses defences;
* interact professionally with colleagues and provide good-quality support based on the needs of the organisation and any client;
* develop personal competence based on the organisation’s needs and objectives.

**Contribution to operational development**  
**This is assessed on the basis of the ability to:**

* demonstrate an ability to think in new ways and actively take part in change and improvement efforts that benefit the organisation;
* look and ask for new tasks and challenges that benefit the organisation;
* share knowledge and experience with colleagues;
* develop collaboration efforts within SLU and with external partners based on SLU’s vision and goals.