



## **CALL FOR APPLICATIONS FOR FIXED-TERM DOCTORAL RESEARCHER POSITIONS AT THE UNIVERSITY OF TURKU GRADUATE SCHOOL (UTUGS) OR ICANDOC DOCTORAL EDUCATION PILOT IN THE DOCTORAL PROGRAMME OF MOLECULAR MEDICINE (TUDMM)**

In this call for applications, you can apply for the right to study for a doctoral degree in the [Faculty of Medicine](#) of [the University of Turku](#), Doctoral Programme of Molecular Medicine (TuDMM) and/or for a fixed-term doctoral researcher position under an employment contract at the University of Turku Graduate School (UTUGS) and/or iCANDOC doctoral education pilot. Please read the more specific instructions below and apply on 13 September 2024 at the latest.

[Turku Doctoral Programme of Molecular Medicine \(TuDMM\)](#) is a doctoral programme established in the Faculty of Medicine. The programme offers diverse and high-standard doctoral training in the broad field of molecular medicine. The traditionally strong research areas of bio- and clinical medicine at the Turku Campus, such as cancer research, endocrinology and metabolism, immunology, microbiology, and connective tissue research, are all represented among the research groups affiliated to our programme. TuDMM works together with the other local doctoral programmes operating in biosciences and will also participate in the national networks of doctoral programmes in the area of life sciences.

Doctoral researchers in the fields of immunology, immunology-based drug development and/or diagnostics have the opportunity to apply for and carry out a part of their doctoral studies in the [InFLAMES Doctoral Module](#).

In the next few years, the [iCANDOC doctoral education pilot in precision cancer medicine](#) will train a total of 152 precision cancer medicine experts in Finland. The program is coordinated by the University of Helsinki and it is based on [the iCAN Digital Precision Cancer Medicine flagship programme](#). In this autumn call, [the University of Turku, iCANDOC doctoral education pilot](#) has a total of 10 three-year fixed-term doctoral researchers employment contracts open for the period of 1.1.2025–31.12.2027.

### **Application period and what can be applied for**

During the application period 28 August–13 September 2024, you can apply for:

- a) **The right to study for a doctoral degree in the Faculty of Medicine of the University of Turku, Turku Doctoral Programme of Molecular Medicine, from 1 January 2025 onwards**
- b) **A fixed-term doctoral researcher position under an employment contract with the University of Turku Graduate School (UTUGS)**

The fixed-term position of a doctoral researcher is set to begin on 1 January 2025 at the earliest and for the duration of a maximum of two years (up to until 31 December 2026). The positions are primarily intended for full-time doctoral dissertation research and doctoral studies. Duties other than those related to doctoral dissertation research, such as teaching duties, must be proportioned so as not to compromise the completion of the doctoral dissertation within the planned schedule. As a rule, up to 5% (a maximum of about 80 hrs per academic year) of the annual working time of the doctoral researcher can consist of teaching.

When determining the length of the employment contract, prior funding granted for pursuing a doctoral degree is taken into account. The maximum length for a TuDMM doctoral researcher



position is two years. A person already awarded with a doctoral degree cannot be chosen as a doctoral researcher under an employment contract.

A doctoral researcher position requires living in Finland for the duration of the employment contract.

The salary is based on the salary system of university teaching and research staff. It consists of a task-specific salary component and personal performance salary component. The task-specific salary component of a doctoral researcher is at level 2–4. The personal performance component, which is added to the task-specific base salary, is also paid. For a doctoral researcher, the salary will be commensurate with qualifications and experience and will be approximately 2400–3300 €/month, depending on the progress of the doctoral project. A probationary period of 6 months applies.

**c) A fixed-term Doctoral researcher position under an employment contract with iCANDOC doctoral education pilot**

When applying for a fixed-term position in the iCANDOC doctoral education pilot, the right to study for a doctoral degree is a prerequisite for accepting the position. Employment begins on 1.1.2025 or, if necessary, as agreed by mutual agreement. The funding is for three years (ending on 31.12.2027), which is the intended duration of the dissertation work.

The employment of a doctoral researcher requires residence in Finland and the place of work is Turku.

Salary is determined in accordance with the University salary system for teaching and research personnel. It consists of a task-specific salary component and a personal performance salary component. The task-specific salary component of a Doctoral Researcher is at levels 2–4, depending on the progress of the doctoral project. The personal performance component, which is added to the task-specific base salary, is also paid. For a doctoral researcher, the salary will be commensurate with qualifications and experience and will be approximately 2400–3300 €/month, depending on the progress of the doctoral project.

The position has a probationary period of 6 months.

The positions are intended for full-time doctoral dissertation research and postgraduate studies. The employment contract is based on a total working time of 1612 hours per year, which gives the Doctoral Researcher freedom to plan their working hours.

The position cannot be filled by an individual who has already completed a doctoral degree or has been granted the right to study for a doctoral degree before 1 November 2023.

**d) Simultaneously all of the above-mentioned (a, b and c) or only the doctoral researcher's salaried positions (b+c) or right to study and either of the doctoral researcher's salary positions (a+b or a+c)**

Doctoral researchers in immunology, immunological drug development and/or diagnostics can apply to complete the [InFLAMES Doctoral Module](#) by selecting that option in the application form.



## What is expected of you?

### **When applying for a right to study:**

- You are required to have completed a relevant Master's degree awarded by a university or a university of applied sciences, or a relevant study programme abroad which in the awarding country gives eligibility for the corresponding level of higher education (Universities Act 558/2009, 37§);
- You must fulfil [the University of Turku language skill requirements](#);
- You are required to fulfil the prerequisites set by the doctoral programme for granting a right to study: The eligibility criteria and other general guidelines can be found on the web pages of the [Faculty of Medicine](#), and the [Turku Doctoral Programme of Molecular Medicine](#).

A competent applicant, whose research topic fits well within the scope of the research, may also apply for a fixed-term position as a doctoral researcher at the iCANDOC doctoral education pilot project and/or the University of Turku Graduate School.

### **When applying for a fixed-term doctoral researcher position under an employment contract with the University of Turku Graduate School:**

- You are required to have an active right to study in the doctoral programme in Turku Doctoral Programme of Molecular Medicine at the University of Turku.
- If you have not yet been granted a right to study, you must apply for a right to pursue a doctoral degree within this call for applications. A right to study is a prerequisite for an applicant to be chosen for a fixed-term doctoral researcher position under an employment contract;
- You are planning to pursue or pursuing your first doctoral degree; You have not previously been granted a full-time four-year funding for pursuing a doctoral degree
- Possible previous funding for pursuing a doctoral degree granted by University of Turku is taken into account when determining the length of the funding period.

### **When applying for a fixed-term Doctoral researcher position under an employment contract with iCANDOC doctoral education pilot:**

- You are required to have an active right to study in the doctoral programme in Turku Doctoral Programme of Molecular Medicine at the University of Turku. If you have not yet been granted a right to study, you must apply for a right to pursue a doctoral degree within this call for applications. A right to study is a prerequisite for an applicant to be chosen for a fixed-term doctoral researcher position under an employment contract;
- You are planning to pursue or pursuing your first doctoral degree; a person who has already completed a doctoral degree or who has been granted the right to study for a doctoral degree before 1.11.2023 cannot be selected for a fixed-term doctoral researcher position under an employment contract in the iCANDOC pilot project.
- A doctoral researcher's employment requires living in Finland and the place of work is Turku.

## How to apply

**Please note, that when applying for both, the right to study and either or both fixed-term doctoral researcher position/s (b/c or b+c), you will need to fill in the applications with the required attachments to the separate online systems (see more information below).**



**The right to study for a doctoral degree is applied for by filling in an electronic form in the My Studyinfo service and the fixed-term doctoral researcher positions are applied for by filling in an electronic form in the University of Turku recruitment system (TalentAdore).** For both applications you will need to attach the required additional documents (in PDF format). Application documents are specified in the section *Attachments to the application* below. It is requested that application documents are written in English.

Links to the electronic application forms and a guides with instructions will be published on the [web page of the doctoral programme](#) and for the iCANDOC doctoral education pilot project, links to the application form will be available on the websites of [the iCANDOC pilot at the University of Turku](#) and [the national iCANDOC pilot](#).

### **How to apply the right to study for a doctoral degree:**

The right to study for a doctoral degree is applied for by filling in an electronic form in the [My Studyinfo service](#) and attaching the required additional documents (specified below under Attachments to the application). The form will be accessible as the application period begins on 28 August 2024 and closes at 4:00 pm (local time in Finland) on 13 September 2024. [A link to the electronic form will be published on the website of the graduate school.](#)

During one application round the applicant may apply to a maximum of two doctoral programmes at the University of Turku. You can only have one valid study right at a time for a doctoral degree at the University of Turku.

Applications that arrive after the application period has ended will not be processed. When the application period has ended, you cannot change the doctoral programme you are applying for, or any other information.

In My Studyinfo service, you can only apply for right to study a doctoral degree. If you also want to apply for a fixed-term doctoral researcher position under an employment contract with UTUGS and/or iCANDOC doctoral education pilot project, you must apply for that position separately (for details, please, see section "*How to apply the fixed-term doctoral researcher position under an employment contract with UTUGS and/or iCANDOC doctoral education pilot project*").



**How to apply the fixed-term doctoral researcher position under an employment contract with UTUGS AND/OR iCANDOC doctoral education pilot project:**

The fixed-term doctoral researcher position under an employment contract with UTUGS and/or iCANDOC doctoral education pilot project is applied for by filling in an electronic form in the University of Turku recruitment system (TalentAdore) and attaching the required additional documents specified in *Attachments to the application* below. The form will be accessible as the application period begins on 28 August 2024 and closes on 13 September 2024 at 4 pm (local time in Finland).

The fixed-term positions are announced at the beginning of the application period in the the [Open Vacancies](#) at the University of Turku website and [on the website of the graduate school](#). In addition, for iCANDOC doctoral education pilot, a link to the application form will be available on the websites of [the University of Turku's iCANDOC](#) and [the national iCAN pilot](#). All of the required attachments must be submitted before the end of the application period. Applications that arrive after the application period has ended will not be processed. The application documents will not be returned to the sender.

Candidates, who applied for a fixed-term doctoral researcher position with UTUGS may be interviewed. Applicants will be notified separately for the interviews.

In the iCANDOC doctoral education pilot project, the most successful iCANDOC applicants based on the evaluation of the doctoral programme are invited to interviews by e-mail, and the most successful applicants are selected to the positions based on the initial evaluation of the doctoral programme, the interview and the evaluation of the iCANDOC pilot project's selection group.

A person selected for the fixed-term position is required to have an active right to study in the Doctoral Programme in the [Turku Doctoral Programme of Molecular Medicine](#). If you have not yet been granted a right to study, you must apply for a right to pursue a doctoral degree in the the [Turku Doctoral Programme of Molecular Medicine](#) by filling in an electronic form in My Studyinfo service (for details, please, see section *How to apply the right to study for a doctoral degree* above).

## **Attachments to the application**

If you are applying for a right to pursue a doctoral degree, you are required to submit attachments 1-5 and if needed also the attachments 6-9. If you already have a right to study and you are only applying for a fixed-term doctoral researcher position under an employment contract with UTUGS, you are expected to submit attachments 1–3. **iCANDOC-pilot applicants**, who already have the right to study for a doctoral degree, **must submit Appendix 9 in addition to appendices 1-3**, i.e., a condensed CV (maximum 2 pages) of one dissertation supervisor and a list of publications for the years 2022-2024.

In addition to the questions in the application forms, the applicant must prepare:

- a summary of the research plan (max 1000 characters) and
- the following documents in **PDF format** for the application:

Please note that all the attachments to the application should be made in English.

- 1. Motivation letter** (max 1 page) The motivation to apply to TuDMM is presented in the Motivation letter. Please describe your motivation for completing a doctoral degree in the Doctoral Programme in Turku Doctoral Programme of Molecular Medicine. If you apply for iCANDOC doctoral education pilot please describe your motivation for taking part in the program. The motivation letter is a one page long freeform PDF-document.



2. **CV** of the applicant, including a list of publications when applicable (max 2 pages, it is mandatory to use this attached [CV model](#))
3. **Research plan** (max 3 pages excluding references, Arial, font 12). The plan should consist of: abstract, background and significance, aims and hypotheses, how will the plan be carried out in practice, research environment, timetable and funding plan.

The research plan should follow the guidelines for the responsible conduct of research (see [Responsible Conduct of Research \(RCR\) | Finnish National Board on Research Integrity TENK](#)). The research plans can be checked with the Turnitin OriginalityCheck plagiarism detection software. The use of artificial intelligence (AI) to assist in the preparation of the research plan should be clearly indicated in the research plan.

**Note.** In the TalentAdore electronic application form, there will be two iCANDOC doctoral education pilot specific questions asked, in which only candidates applying for the pilot program are required answer, other applicants may answer no to those questions.

*Applicants applying for a right to study also prepare:*

4. **Supervision and study plan** – [the Faculty's form](#) (Fill in electronically, print and sign together with the supervisor/-s and the head of subject, see: [Subjects in doctoral training and heads of doctoral subject](#))
  - The applicant should have two supervisors with at least one supervisor affiliated with University of Turku and holding the UTU -account to use the UGIS system (UGIS-supervisor).
  - One member in the follow-up committee should be well familiar with the practicalities of doctoral training in the faculty and TuDMM.
  - To plan the theoretical studies, take into account the Learning outcomes of TuDMM and your career plans.
5. **Degree certificates and transcripts of study records**
  - a) If you have completed your former degree(s) that make you eligible for doctoral studies at a **higher education institution in Finland**, you must attach your scanned original degree certificates, transcripts of study records and other educational documents which may be of relevance in the selection to the electronic application form.
  - b) If you have completed your former degree(s) that make you eligible for doctoral studies at a **higher education institution abroad (i.e. outside of Finland)**, you must attach the following items to the electronic application form:
    - scanned original degree certificates (in the language that the degree was completed in)
    - scanned original transcripts of study records (in the language that the degree was completed in)
    - scanned other original educational documents which may be of relevance in the student selection and that you are applying based on.

**If the original degree certificates or transcripts of study records are not written in English, Finnish or Swedish, official translations to one of these languages must also be submitted. An official translation here refers to a translation of the educational documents issued by the awarding institution and a translation made by an authorised translator.** A transcript in English can be replaced by a Diploma Supplement (DS) awarded



by a European educational institution, provided that it contains the information about completed courses and other study attainments.

Please make sure that all attachments are good-quality, easy to read, full colour scans or photographs of the complete required document. Attachments that do not meet these requirements may be rejected.

The applicants who have completed their prior degree in a country other than Finland and who are granted a study right in this call, need to deliver either the original degree certificates or certified copies of the original degree certificates and their translations to the University of Turku, as instructed in the admission notification, on 7 March 2025 at the latest. If the admitted applicant does not deliver the required certificates by the deadline, they forfeit the study right. [Instructions on delivering certificates and country-specific requirements.](#)

*NB!* Please keep your original degree certificates and other relevant educational documents at hand during the application process.

If needed - please see [the instructions: Degree giving the eligibility](#)

#### **6. Verification of language proficiency**

The University of Turku follows the Rector's decision (15 Aug 2019) on the means of verifying one's language proficiency. Please see the [language requirements on the webpage of the university's graduate school.](#)

If the applicant is required to prove their language proficiency with a language test, a scanned certificate of a completed language test must be attached to the application.

#### **7. Copy of a valid passport**

If you have a Finnish personal identity code and you have entered it on the application form, you do not need to attach a copy of your passport. Otherwise, attach a copy of your valid passport or official identification card with photo and information on citizenship.

#### **8. When only one supervisor for doctoral training is proposed, the supervisor's justified plea for approval of only one supervisor must be attached to the application. See Before applying / Doctoral training at the Faculty of Medicine > Supervision at [Faculty of Medicine instructions](#)**

**Note!** In the iCANDOC doctoral education pilot project two supervisors are required.

#### **9. iCANDOC-applicants must attach in the application form CV from one supervisor (max 2 pages) and the list of publications 2022-2024. Attach this document as "other attachment" in the application form.**

### **Assessment of applications**

The steering committee of the doctoral programme will evaluate the applications and use outside experts, when needed. The research plans attached to the applications may be checked with the Turnitin OriginalityCheck plagiarism detection software in accordance with the University of Turku quality assurance system.



When selecting applicants for the fixed-term doctoral researcher positions with UTUGS, the applicant's motivation, merits, previous studies, the ability to complete a doctoral degree, and the quality and feasibility of the research are taken into consideration. The selection process is step wise and applicants may be invited for an interview after the preliminary selection. The invitation will be sent by email.

When evaluating applications for the iCANDOC doctoral education pilot project, special attention will be paid to the quality and implementation conditions of the research plan, as well as to the supervisor's experience, studies already completed, the applicant's research merits, and ability and motivation to complete the doctoral degree. In addition, the applicant's research topic must fit the profile of the pilot program. Based on the evaluation of the doctoral programme, the selected applicants will be invited for an interview. The most successful applicants will be selected for the positions, based on the initial evaluation of the doctoral programme, an interview and the evaluation of the iCANDOC pilot project's selection group.

For the right to study for a doctoral degree, the eligibility criteria of the applicant and the selection criteria of the faculty (see section *What is expected of you* above) are considered in addition to the criteria mentioned above.

## Decisions

The Dean of the Faculty of Medicine decides on granting the right to study for a doctoral degree (1 January 2025 onwards) based on the proposals of the Steering Committee of the Doctoral Programme.

Additional information on the decision process can be found on the webpage of the Faculty of Medicine or on the webpage of University of Turku iCANDOC doctoral education pilot. The Head of the department decides on recruitment of the applicant for the fixed-term position of a Doctoral researcher based on the proposal of the steering committee of the doctoral programme or application evaluation selection group of the iCANDOC project.

All applicants will be personally informed about the decisions by first of November 2024 at the latest. The names of the applicants who have been selected for a fixed-term doctoral researcher positions will be announced on the website of the doctoral programme or on the webpage of University of Turku iCANDOC doctoral education pilot by first of November 2024.

An admitted applicant has to notify the University of Turku of their acceptance of the study place by 3:00 pm (local time in Finland) on 13 December 2024 according to the instructions given in the admission notification. If the admitted applicant does not give the notification by the end of the allotted period of time mentioned above, they forfeits the study place. A person admitted to more than one university or polytechnic degree programme only notifies the one educational institution at which they accepts the study place. Notification, i.e., accepting a study place, is binding and may not be cancelled or changed later.

According to Finnish university legislation, a student may accept only one study place leading to a higher education degree in Finland during one academic term (autumn term 1 Aug – 31 Dec or spring term 1 Jan – 31 Jul). This rule applies to all higher education, i.e. Bachelor and Master level degrees awarded by Finnish universities of applied sciences, Bachelor and Master degrees awarded by Finnish universities, and Licentiate and Doctoral degrees awarded by Finnish universities. This regulation is not applied to study rights received in transfer student selections, from the Åland University of Applied Sciences, from the Police University College, and from institutions of higher education outside Finland.





The applicants who have completed their prior degree in a country other than Finland and who are granted a study right in this call, need to deliver either the original degree certificates or certified copies of the original degree certificates and their translations to the University of Turku, as instructed in the admission notification, on 7 March 2025 at the latest. If the admitted applicant does not deliver the required certificates by the deadline, they forfeit the study right. [Instructions on delivering certificates and country-specific requirements.](#)

### **Appeal for rectification**

If an applicant is dissatisfied with the result of the student selection, they have the right to submit an application for the rectification of the decision to the Faculty of Medicine within 14 days of the official publishing of the results. Contact information: [med-doctoral@utu.fi](mailto:med-doctoral@utu.fi).

### **Additional information**

Faculty of Medicine: Chief Academic Officer Outi Irjala, [outi.irjala@utu.fi](mailto:outi.irjala@utu.fi)

### **Additional TuDMM and iCANDOC information**

[tudmm@utu.fi](mailto:tudmm@utu.fi)

TuDMM director Noora Kotaja, [nookot@utu.fi](mailto:nookot@utu.fi)

iCANDOC doctoral education pilot, professor Panu Jaakola, [panjaa@utu.fi](mailto:panjaa@utu.fi)

TuDMM and iCANDOC coordinator Verna Louhivuori, [verna.louhivuori@utu.fi](mailto:verna.louhivuori@utu.fi)