

From: "Scheinin, Patrik M" <patrik.scheinin@helsinki.fi>

Subject: VS: Two announced open positions: Open message to share my concern

Date: 17 December 2016 at 1.10.14 GMT+2

To: "Sannino, Annalisa" <annalisa.sannino@helsinki.fi>, "Kola, Jukka T S" <jukka.kola@helsinki.fi>

Cc: "kaytt-henkilokunta@helsinki.fi" <kaytt-henkilokunta@helsinki.fi>

Dear Annalisa,

For obvious reasons I try to avoid discussions on lists. I will, however, make an exception, and answer directly to this personnel list.

This is because you raise a very important question. Our recruitments are of crucial strategic importance. We can only have a better tomorrow if we do it right. I hope every staff member understands this and is active in head hunting. The quality of our future work directly reflects the experts our community consists of.

Both in faculty meetings and in the meeting with the students you mention, I have been very explicit about the recruitment policy. We will try to attract as many and as talented candidates as possible. And then we will select as ambitiously as possible. And then we hope for the best.

If the best candidates are to be found in your area, we are more than delighted to hire them. This is what I answered the students, and this is what I answered the Rector, after the letter you mention. My understanding is, that he answers on behalf of the University. In our meeting with the students, I asked the students to be active and to make the positions known and the recruitment policy clear to potential candidates. Please help to spread the word.

As you point out "the focus areas of the two announced open positions do not directly exclude applicants from our area". This is as it should be, as they are, and have been for quite some time, the focus areas of research of our Faculty.

Thank you for your question.

Best wishes,

Patrik