

# Regulations

Regarding exemptions from advertising for jobs at the University of Akureyri

## Article 1

### *Aim.*

These regulations are a framework for hiring based on laws No. 43/2004 on changes to laws No. 40/1999 on the University of Akureyri. Section “a” of article 1 of the law states that a permission in paragraph 9 of Article 3 for an exemption from the main rule of Article 7 of laws No. 70/1996, on the rights and duties of government employees, which stipulates that available government jobs must be advertised, will be applied.

## Article 2

### *Job appointments without advertisement.*

The general rule is to advertise all university lecturer or specialist positions. The Rector can however, in special cases, hire a University Lecturer or a Specialist without advertising, for up to three years, for temporary and well defined projects, according to article 4. A contract should exist on the division of cost between the university and the relevant project. There should also be a contract on the rental of a building or an office.

The salaries of part time employees are subject to the decision of the Wage and Benefits Committee and the contract between the University of Akureyri Faculty Association and the Minister of Finance or other wage and salary contracts, as applicable. Staff is paid in accordance with their full-time equivalent percentage.

## Article 3

### *Hiring process.*

The applicant submits the appropriate documents at the relevant faculty or institution. A permanent assessment committee (in accordance with Article 3 of laws No. 40/1999, para. 3, 4, 5, and 6) assesses the applicant’s qualifications for the job in question. If it is a faculty position, the results of the committee’s evaluation will inform the decision whether the applicant will be hired as a Lecturer, Senior Lecturer or Professor.

## Article 4

Examples of positions these regulations apply to:

### *The positions of University Lecturer or Specialist which are based on research grants.*

A part of the research activity at the University of Akureyri and its institutions is funded with grants which individual project managers, faculty members or specialists on permanent contract, or research groups apply for, to Icelandic or foreign research funds, and which they use to hire research staff. Such grants are always tied to a particular project and are temporary. Normally the project manager has full authority to allocate the grant, and that includes hiring an employee without advertising, if suitable.

### *The work of students studying for research-based post-graduate degrees.*

The University of Akureyri aims to develop its research-based post-graduate education. Students studying for such degrees generally fund their living costs with either study grants or with salaries which their advisor funds with research grants or research contracts. In such cases, the selection of students is entirely up to the advisor and such a

position is not necessarily advertised, although there may in certain situations be considered a reason to hold a competition for such a student position.

*The job of Scientist which is based on a particular temporary grant to the research grantee him/herself.*

There are many examples where foreign and Icelandic scientists apply for and receive grants for particular research projects which they plan to work on themselves. The grant is generally tied to the scientist, who then makes a deal with a research or a university institution about access to the facilities s/he will need for the project. In many cases it may be practical and even necessary that the scientist submits the grant as a whole to the institution in question, which then hires the scientist temporarily to work on the project. In such situations, the position is dependent on the grant submitted by the scientist in question, and therefore the position will not be advertised.

*Collaborations between a university employee and another party on specific temporary research projects.*

Some jobs created at the University of Akureyri are connected with projects which are temporary in nature and consist of carrying out a particular research plan through a collaboration of university employees and external parties who may acquire ownership of the project and be involved in it at all levels. The involvement of such parties may be best secured with an employment contract, and it is equally clear that there are no grounds for advertising the job.

*Special temporary faculty positions which are sponsored by external parties.*

The University of Akureyri aims to increase the number of faculty positions which are sponsored by institutions or companies with special contracts. Such jobs are generally awarded for a specific time period, e.g. three to five years. In some cases such jobs are tied to specific research areas and even created to supply particular specialists with facilities for teaching particular academic subjects and conducting research in that area at the university. Therefore there is not necessarily any reason to advertise the position.

*A part-time university faculty member who is connected to a particular job outside the University, based on a collaboration contract between institutions.*

According to Article 15 of Laws on the University of Akureyri, the job of a faculty member (university employee) can be connected to a specific job outside the university. According to a memo accompanying this provision on the proposal level, such a connection should generally be established by an agreement between institutions, safeguarding access to facilities and special knowledge of particular specialists. Based on this authorization, the University has signed collaboration contracts with other government institutions, based on particular employees being employed both at the University and the institution in question. If the contract calls for the creation of new jobs, it has been deemed right that such jobs should be advertised, even though the contract is based on a particular specialist knowledge which exists within an institution. On the other hand it is clear, that in many cases, the parameters of the contract determine how the job is assigned. There should preferably be flexibility on this point for assessing whether advertising the job serves any purpose.

*Entry into force.*

These regulations are issued according to article 3 of laws No. 40/1999 on the University of Akureyri, with current updates, and enter into force immediately.

*The University of Akureyri, 8 November, 2004.*

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Rector

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