



Guide to SLU and UmU Postdoc Positions at UPSC

If you are a postdoc on a stipend these contracts do not apply to you!

Check your contract and consult your head of department to see what position you have.

A) Postdoc positions at Swedish University of Agricultural Sciences (SLU)

This information relates to postdoc and related positions on salary, not stipends.

1. Postdoc position according to "postdoc agreement" (*kollektivavtal*)

Postdocs employed according to the agreement *kollektivavtal* (an agreement between the employer and the unions) can be employed for maximum 2 years, but can be prolonged due to sick leave, parental leave or military leave. To be able to have a position according to this agreement, the employee's PhD degree must not be older than 3 years. The position must be advertised.

2. Postdoc position according to "AVA" or "ALVA" (*allmän visstidsanställning*)

Postdoc position of maximum 2 years and the position can not be prolonged due to sick leave etc. The PhD degree can be older than 3 years. This position is usually (but not always) a prolongation of position number 1 above (postdoc agreement) - the employee can first be a postdoc on position number 1 above and thereafter prolonged with position number 2. Any ALVA position longer than 6 months needs to be advertised.

3. Researcher (*Forskare*) according to "AVA" or "ALVA" (*allmän visstidsanställning*)

Instead of position number 2, it is possible to be employed as a researcher (*forskare*) on an ALVA position, which is maximum 2 years and similar to position number 2. This is only possible if the employee has not already been employed on the corresponding postdoc position number 2.

- After 2 years on position number 2 or 3, the next possibility is a position on "until further notice", that is position number 4 at SLU, see below.

4. Researcher (*Forskare*) "until further notice" (*tillsvidare*)

After the postdoc position number 2 (or number 3) is over, the employee can be hired as a researcher (*forskare*) with an "until further notice" position (*tillsvidare*) which will be stopped when there is no more money in the project (for details, please consult your head of department).

B) Postdoc positions at Umeå University (UmU)

This information relates to postdoc and related positions on salary, not stipends.

1. All postdoc positions at UmU are according to the "postdoc agreement" (*kollektivavtal*)

This is the same as SLU position number 1 above, i.e. the postdoc can be employed for maximum 2 years, but can be prolonged due to sick leave, parental leave or military leave. To get this position the employee's PhD must not be older than 3 years. The position must be advertised.

2. First research engineer (*Förste forskningsingenjör*) according to "AVA" or "ALVA" (*allmän visstidsanställning*)

To prolong a postdoc after position number 1, or if the postdoc has a PhD degree older than 3 years, the postdoc will be employed as a first research engineer (*förste forskningsingenjör*) for a maximum of 2 years according to ALVA; this is similar to SLU's position number 2 above (max 2 years, can not be prolonged).

3. Employed "until further notice" (*tillsvidare*)

To prolong a *förste forskningsingenjör* after 2 years, the next position must be "until further notice" (*tillsvidare*), similar to SLU's position number 4 above.