

Pay criteria 2027 – Department of Clinical Medicine

Quality and productivity in task solving

- Employees who permanently and consistently solve operational and/or development tasks with exceptionally high quality in relation to AU's core functions – education, teaching, research, talent development and knowledge exchange.
- Employees who manage to attract significant external funding.
- Employees who particularly strengthen collaboration between clinic and research.
- Employees who are proactive and show initiative, independence, responsibility, and flexibility in their work.
- Employees who carry out their work with a strong focus on involvement and cooperation with colleagues, thereby helping to raise the quality of the performance of the tasks.
- Employees who contribute to the establishment and strengthening of internal networks at the department that promote professional and/or organizational development.
- Employees who actively use international experience and international collaborations to promote and develop locally rooted projects.
- Employees who contribute to innovation (in the broadest sense).

Competence development

- Employees who, through targeted competency development, obtain and use these qualifications to solve existing and future tasks at the department.

Contribution to the Working Environment

- Employees who particularly show initiative, drive, and creativity, who promote well-being and community in a ward and/or at the department.

Retention

- Employees who possess skills/qualifications that are of particular importance to the department.