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The Employee policy at Luleå University of Technology

We are a leading technological university that, together with the surrounding world, develops the attractive Sustainable society. Through our education and research, characterised by creativity, new approaches, initiative and responsibility, we design the world we live in – with future generations in mind. We achieve this through research results that modify, education that challenges and individuals who co-operate.

The basis for the professional role of each employee is that we, as a government authority, are encompassed by a base of values that rests on democratic values and on behalf of the citizens. Our work is performed under the laws and is based on objectivity, matter-of-factness and everyone's equality before the law, among other things. We are also governed by laws that contribute to openness and transparency in the University activities.

The base of values that marks our workplaces is characterised by respect, openness, co-operation, trust, responsibility and that we, as employees, are clear, trusting and responsible. We dare challenge and question, in order to introduce new thoughts and ideas and because we are proud of each other and of being part of Luleå University of Technology.

All of us are employees and I, as an employee,

- take responsibility for my assignment and contribute to the development of the University activities,
- understand my role and contribute to the achievement of our goals,
- contribute with ideas, give and receive both praise and constructive criticism and try to understand other people's situation,
- share with others my knowledge and experience, and
- promote a good working environment and meet others with respect.

As a leader, I am also expected to

- dialogue with my staff and to be clear when communicating,
- plan, prioritize, develop, lead and follow up results,
- create opportunities for each employee to participate so that he or she dares challenge and introduce new thoughts and ideas, and
- serve as a model to others, show self-knowledge, personal maturity and empathic ability.