

MINIMUM QUALIFICATION REQUIREMENTS FOR ACADEMIC AND RESEARCH STAFF

SECTION I GENERAL PROVISIONS

1. Applicants taking part in an open competition seeking an appointment or a reappointment must meet the minimum qualification requirements. Compliance with the minimum qualification requirements does not guarantee that the applicant will win the competition or be reappointed, but this is a precondition for participation in the competition.

2. The Board of the Core Academic Unit has the right to submit higher qualification requirements to the University Senate. The Board of the Core Academic Unit has the right to impose special competitive requirements on the applicants, which must be included in the terms and conditions of the competition.

SECTION II MINIMUM QUALIFICATION REQUIREMENTS FOR ACADEMIC STAFF (THE HUMANITIES)

3. A researcher applying for a position as a **Professor** must have had at least eight international-level¹ scientific articles published, including at least three articles in reviewed foreign publications. Professors may be reappointed if they have published at least five scientific articles in reviewed scientific publications during the last five years, including at least two scientific articles in reviewed foreign scientific publications.

4. A researcher seeking a position as an **Associate Professor** must have at least five scientific articles published in reviewed scientific publications, including at least two scientific articles in reviewed foreign scientific publications. Associate Professors may be reappointed if they have had at least three scientific articles published in reviewed scientific publications during the last five years, including at least one scientific article in a reviewed foreign scientific publication.

5. An applicant for a position as an **Assistant** must be a researcher. Assistants may be reappointed if they have had at least two scientific articles published in reviewed scientific publications during the last five years.

6. A researcher seeking a position as a **Junior Assistant** must have a Master's degree or equivalent qualification. During the last five years, the applicant is required to have carried out research and / or social or cultural development work.

7. A researcher seeking the position of **Chief Researcher** must have had at least 15 international-level scientific articles published, including at least five scientific articles in reviewed foreign scientific publications. Chief Researchers may be reappointed if they have at least eight scientific articles published in reviewed scientific publications during the last five years, including at least three scientific articles in reviewed foreign scientific publications.

1 The levels of the publication and the article published therein are assessed / determined by the Core Academic Unit Commission.

8. A researcher seeking a position as a **Senior Researcher** must have had at least ten international-level scientific articles, including at least four scientific articles published in reviewed foreign scientific publications. Senior Researchers may be reappointed if they had at least five scientific articles published during the last five years, including at least two scientific articles, published in reviewed foreign scientific publications.

9. An applicant seeking a position as a **Researcher** must have at least four scientific articles published in reviewed scientific publications. Researchers may be reappointed if they have had at least three scientific articles published in reviewed scientific publications during the last five years.

10. An applicant seeking the position of **Junior Researcher** must have at least a Master's degree or equivalent higher education qualification and carry out scientific research. Junior Researchers may be reappointed if they have published at least two scientific articles in reviewed scientific publications during the last five years.

11. Two author's sheets (an author's sheet consists of 40,000 characters, including spaces between words) of scientific monographs and studies or parts of them, or four author's sheets of translated primary sources and scientific works (author's sheets may be summed up) published in international publishing houses² are equivalent to one scientific article in a foreign scientific publication. Two author's sheets of scientific monographs and studies or parts of them, primary sources and publications of translated scientific works published by national or other publishing houses, a scientifically-structured dataset (in its entirety or its metadata openly publicised), a compiled scientific publication, a publication of international and national-level scientific events or another publication on applied science are equivalent to one scientific article in a reviewed scientific publication; three reviews of scientific publications and / or publications aimed to disseminate science published in foreign scientific publications are equivalent to one scientific article in a foreign publication.

12. The coordination of an international research programme project, including scientific research and experimental development (hereinafter referred to as 'R&D') is equivalent to four scientific articles published in a foreign scientific publication; the coordination of an international research project without R&D, or coordination of a work package for R&D is equivalent to two scientific articles published in a foreign scientific publication; the coordination of a national R&D project is equivalent to one scientific article in a reviewed scientific publication.

13. A researcher applying for a position as a Professor, Chief Researcher, or Senior Researcher, in addition to the equivalent publications, must also have at least two scientific articles published in foreign publications; a researcher seeking a position as an Associate Professor, in addition to the equivalent publications, must also have at least one scientific article published in a foreign publication. Professors, and Chief or Senior Researchers may be reappointed if, in addition to the equivalent publications, they also have at least one scientific article published in a foreign scientific publication; the requirement to have a scientific article in a foreign scientific journal may be waived if the applicant has had a monograph published by an international science publishing house / publisher.

SECTION III MINIMUM QUALIFICATION REQUIREMENTS FOR ACADEMIC STAFF (SOCIAL SCIENCES)

14. A researcher applying for a position as a **Professor** must have had at least eight scientific articles published in reviewed publications, including at least three scientific articles in international-level scientific publications³. Professors may be reappointed if they have published at

2 An International Science Publishing House / Publisher is a publishing house or publisher that consistently publishes internationally recognised periodic, continuous, or one-off scientific publications providing information about the nature of the publishing house, review procedures and international recognition. The internationality of the publishing house or publisher is determined by the Commission of the Core Academic Unit.

3 International-level publications are journals and / or other reviewed foreign publications referenced in the Clarivate Analytics Web of Science and / or SCOPUS databases, whose international level is recognised by the Core Academic Unit Commission.

least five scientific articles in reviewed scientific publications during the last five years, including at least two scientific articles in international-level scientific publications.

15. A researcher seeking a position as an **Associate Professor** must have at least five scientific articles published in reviewed scientific publications, including at least two scientific articles in international-level scientific publications. Associate Professors may be reappointed if they have had at least three scientific articles published in reviewed scientific publications during the last five years, including at least one scientific article in an international-level scientific publication.

16. An applicant for a position as an **Assistant** must be a researcher. Assistants be reappointed if they have had at least two scientific articles published in reviewed scientific publications during the last five years.

17. A researcher seeking a position as a **Junior Assistant** is required to have carried out research and / or social or cultural development work during the last five years.

18. A researcher seeking the position of **Chief Researcher** must have had at least 15 scientific articles published, including at least five scientific articles in international-level scientific publications. Chief Researchers may be reappointed if they have at least eight scientific articles published, including at least three scientific articles in international-level scientific publications.

19. A researcher seeking a position as a **Senior Researcher** must have had at least ten scientific articles published, including at least four scientific articles published in international-level scientific publications. Senior Researchers may be reappointed if they had at least five scientific articles published during the last five years, including at least two scientific articles, published in international-level scientific publications.

20. An applicant seeking a position as a **Researcher** must have at least four scientific articles published in reviewed scientific publications. Researchers may be reappointed if they have had at least three scientific articles published in reviewed scientific publications during the last five years.

21. An applicant seeking a position as a **Junior Researcher** must have at least a Master's degree or equivalent higher education qualification and carry out scientific research. Junior Researchers may be reappointed if they have published at least two scientific articles in reviewed scientific publications during the last five years.

22. Two author's sheets of scientific monographs and studies or parts of them, (author's sheets may be summed up) published in international publishing houses are equivalent to one scientific article in an international-level publication. Two author's sheets of scientific monographs and studies or parts of them published in national and other publishing houses, a scientifically-structured dataset (in its entirety or its metadata openly publicised), a compiled scientific publication, a publication of international and national-level scientific events or another publication on applied science, or a map is equivalent to one scientific article in a reviewed scientific publication, a commentary on a legal act is equivalent to two articles in a reviewed scientific publication; three reviews of scientific publications and / or publications aimed to disseminate science published in foreign scientific publications are equivalent to one scientific article in an international-level publication, three reviews of scientific publications and / or publications aimed to disseminate science published in scientific publications are equivalent to one scientific article in a reviewed scientific publication.

23. The coordination of an international research programme project, including R&D, is equivalent to four scientific articles published in an international-level publication; the coordination of an international research project without R&D, or coordination of a work package for R&D is equivalent to two scientific articles published in an international-level publication.

24. In addition to the equivalent publications, a researcher applying for a position as a Professor, Chief Researcher, or Senior Researcher, must also have at least two scientific articles published in international-level publications; in addition to the equivalent publications, a researcher seeking a position as an Associate Professor must also have at least one scientific article published in an international-level publication. Professors, and Chief or Senior Researchers may be reappointed if, in addition to the equivalent publications, they also have at least one scientific article published in an international-level scientific publication; the requirement to have a scientific article

published in a foreign scientific publication may be waived if the applicant has had a monograph published by an international science publishing house / publishers.

SECTION IV

MINIMUM QUALIFICATION REQUIREMENTS FOR ACADEMIC STAFF (PHYSICAL, AGRICULTURAL, BIOMEDICAL AND TECHNOLOGICAL SCIENCES)

25. A researcher applying for a position as a **Professor** must have had at least eight scientific articles published in reviewed publications with the citation index in the Clarivate Analytics Web of Science Database (hereafter referred to as 'CA WoS'). Professors may be reappointed if they have published at least three scientific articles listed in CA WoS during the last five years.

26. A researcher seeking a position as an **Associate Professor** must have at least five scientific articles published listed in CA WoS. Associate Professors may be reappointed if they have had at least two scientific articles listed in CA WoS during the last five years.

27. An applicant for a position as an **Assistant** must be a researcher. Assistants may be reappointed if they have had at least two scientific articles published in reviewed scientific publications during the last five years.

28. A researcher seeking a position as a **Junior Assistant** is required to have carried out research and / or experimental development work during the last five years.

29. A researcher seeking the position of **Chief Researcher** must have had at least 15 scientific articles listed in CA WoS. Senior Researchers may be reappointed if they had at least eight scientific articles listed in CA WoS during the last five years.

30. A researcher seeking a position as a **Senior Researcher** must have had at least seven scientific articles listed in CA WoS. Senior Researchers may be reappointed if they had at least five scientific articles listed in CA WoS during the last five years.

31. An applicant seeking a position as a **Researcher** must have at least three scientific articles listed in CA WoS. Researchers may be reappointed if they have had at least two scientific articles listed in CA WoS during the last five years.

32. An applicant seeking a position as **Junior Researcher** must have at least a Master's degree or equivalent higher education qualification and carry out scientific research. Researchers holding a Junior Researcher position may be reappointed if they have published at least two scientific articles in reviewed scientific publications during the last five years.

33. The following are equivalent to two scientific articles listed in CA WoS: a scientific monograph published by an international science publishing house / publisher; a patent issued by the European Patent Office, the United States Patent and Trademark Office or the Japanese Patent Office; a plant or animal species that has passed international certification in European centralised centres. A chapter of a scientific monograph published by an international science publishing house / publisher, or outsourcing worth 50,000 EUR may be considered as equivalent to one scientific article listed in CA WoS. The results of experimental (technological) development activities (a new technology developed and implemented, a prototype, an algorithm, a scientifically structured data set, which in its entirety or its metadata is openly publicised) may be considered equivalent to one – three articles listed in CA WoS at the discretion of the Core Academic Unit Commission. Depending on the specific nature of the field (branch) of science, one – three articles at international-level conference proceedings listed in CA WoS may be considered equivalent to one article listed in CA WoS at the discretion of the Core Academic Unit Commission.

34. For scientific articles co-authored by more than 100 scientists, a coefficient of not more than 0.5 is applied, with the co-authorship exceeding 1,000, a coefficient of not more than 0.3 is applied, unless the applicant for the appointment or reappointment is the principal author. Lower coefficients may be set by decision of the Core Academic Unit Commission.

35. The coordination of an international research programme project, including R&D, is equivalent to four scientific articles listed in CA WoS; the coordination of an international research project without R&D, or coordination of a work package for R&D is equivalent to two scientific articles listed in CA WoS.

36. In addition to the equivalent publications, a researcher applying for a position as a Professor, Chief Researcher, or Senior Researcher, is required to have at least three scientific articles listed in CA WoS; in addition to the equivalent publications, a researcher seeking a position as an Associate Professor must also have at least one scientific article listed in CA WoS. Professors, and Chief or Senior Researchers may be reappointed if, in addition to the equivalent publications, they have also had at least two scientific articles listed in CA WoS during the last five years, while Associated Professors are required to have had at least one scientific article listed in CA WoS during the last five years.
