



CHAIRMAN OF THE RESEARCH COUNCIL OF LITHUANIA

**ORDER
ON THE APPROVAL OF THE DESCRIPTION OF MANDATORY COMPETENCES FOR
THE CAREER STAGES OF RESEARCHERS AT HIGHER EDUCATION AND
RESEARCH INSTITUTIONS**

June 29 2023, No V-352
Vilnius

Pursuant to Paragraph 2 of Article 64¹, paragraphs 2, 3, 4, 5 of Article 65 and Article 66 of the Law on Higher Education and Research of the Republic of Lithuania, and sub-point 11.2 of the Regulations of the Research Council of Lithuania approved by the Resolution No 375 of the Government of the Republic of Lithuania of 20 April 2022 “On the Approval of the Regulations of the Research Council of Lithuania”:

1. **I a p p r o v e** the description of mandatory competences for the career stages of researchers at higher education and research institutions (enclosed).

2. **A s o f 31 D e c e m b e r 2023, I d e c l a r e** the following to be invalid:

2.1. Order No V-340 of the Chairman of the Research Council of Lithuania of 28 June 2018 “On the Approval of the Description of Minimum Qualification Requirements for the Positions of Researchers at State Higher Education and Research Institutions”;

2.2. Order No V-61 of the Chairman of the Research Council of Lithuania of 29 January 2021 “On the Approval of the Description of Minimum Qualification Requirements set out for the Positions of Researchers at State Higher Education and Research Institutions”.

3. **I n o t e** that the following Order shall enter into force on 1 July 2023.

Chairman

Gintaras Valinčius

APPROVED BY
Order No V-352 of the
Chairman of the Research Council of Lithuania
of 29 June 2023

DESCRIPTION OF MANDATORY COMPETENCES FOR THE CAREER STAGES OF RESEARCHERS AT HIGHER EDUCATION AND RESEARCH INSTITUTIONS

CHAPTER I GENERAL PROVISIONS

1. The Description of Mandatory Competences for the Career Stages of Researchers at Higher Education and Research Institutions (hereafter referred to as “Description”) sets out the mandatory competences for researchers at higher education and research institutions at all career stages, as well as the desirable competences for career stages.

2. The competences for researchers at all stages of their careers at higher education and research institutions are defined with the purpose of:

2.1. strengthening the potential of Lithuanian researchers and their integration into the European Research Area;

2.2. encouraging higher education and research institutions to prioritise the development of researcher competences and develop institutional human resources strategies;

2.3. promoting, at national and institutional level, the competitiveness of researchers and career/professional development opportunities within a common research career framework.

3. The provisions of the Description are mandatory for the organisation of competitions and certification for the positions of lecturers (professor, associate professor, assistant professor, junior assistant professor) and researchers (chief researcher, senior researcher, researcher, research fellow, junior researcher) at higher education and research institutions.

4. The mandatory competences for the career stages of researchers at higher education and research institutions include the following groups of competences:

4.1. Conducting research and experimental development (hereafter referred to as “R&D”) activities;

4.2. Organising R&D;

4.3. Dissemination of R&D results and anticipating their impact;

4.4. Expert evaluation of R&D and innovation (hereafter referred to as “R&D&I”).

5. The terms used in the Description correspond to the terms used in the Law on Higher Education and Research of the Republic of Lithuania and its implementing legal acts.

CHAPTER II MANDATORY COMPETENCES FOR RESEARCHERS

6. An **early career researcher** applying for a position of a junior assistant researcher or junior researcher (hereinafter referred to as “Early Career Researcher”) **must have the following competences:**

6.1. **Carrying out R&D activities:**

6.1.1. is able to carry out research (collect, organise and report scientific data) under the guidance or with the support of recognised and/or leading researchers;

6.1.2. has an understanding of research topics and is able to contribute to their development.

6.2. **Organising R&D:**

6.2.1. is able to participate in research, experimental development and/or innovation, science dissemination projects and/or institutional programmes;

6.2.2. is able to work as part of a research team.

6.3. Dissemination of R&D results and anticipating their impact:

6.3.1. is able to present the results of his/her research.

7. An **approved researcher** applying for the position of assistant researcher, research fellow or researcher in a research position where the research activity is not fully autonomous (hereinafter referred to as “Approved Researcher”) **must have the following competences:**

7.1. Carrying out R&D activities:

7.1.1. is able to carry out research in teams of researchers or in consultation with other researchers that extends the scope of knowledge and thus contributes to the pursuit of R&D;

7.1.2. is able to understand the potential applications of his/her research findings in cultural, social and economic contexts;

7.1.3. independently or with the support of senior researchers or other mentors, is able to use his/her existing knowledge to critically analyse, evaluate and summarise new and complex ideas or opportunities.

7.2. Organising R&D:

7.2.1. is able to prepare and/or participate in national and/or international research, experimental development and/or innovation, science dissemination projects and/or institutional programmes;

7.2.2. is able to collaborate with other researchers and work in research teams.

7.3. Dissemination of R&D results and anticipating their impact:

7.3.1. is able to publish research results in scientific publications at national and/or international level;

7.3.2. is able to present the results of his/her research at scientific events.

7.4. R&D&I expert evaluation:

7.4.1. is able to participate in thematic research networks and/or scientific societies, review panels and/or expert panels.

8. A **recognised researcher** who is applying for the position of an associate professor or a senior researcher and has reached the level of autonomy of scientific activity (hereinafter referred to as “Recognised Researcher”), **must have the following competences:**

8.1. Carrying out R&D activities:

8.1.1. is able to contribute to the development of research topics at national and/or international level through his/her scientific results;

8.1.2. is able to critically evaluate and/or implement promising research topics and/or experimental development opportunities;

8.1.3. has an academic reputation based on nationally or internationally recognised research results in his/her research topic(s);

8.1.4. is able to evaluate the impact and potential applications of his/her research findings in cultural, social and economic contexts.

8.2. Organising R&D:

8.2.1. is able to prepare and/or participate in national or international research, experimental development and/or innovation, science dissemination projects or lead them, and to prepare and/or implement institutional programmes;

8.2.2. is able to be a leader of a smaller research team or otherwise demonstrate leadership in organising research;

8.2.3. participates in the training of early career researchers.

8.3. Dissemination of R&D results and anticipating their impact:

8.3.1. is able to publish research results in scientific publications of international standing;

8.3.2. is able to present the results of his/her research at international scientific events and/or be a member of the organising (or scientific) committees of international scientific events;

8.3.3. is able to make a substantial contribution to the production of impactful R&D work.

8.4. R&D&I expert evaluation:

8.4.1. is an expert in national or international R&D projects and/or national or international programmes;

8.4.2. is invited or delegated to prepare expert opinions or recommendations for public and/or private sector entities.

9. A **leading researcher** who is applying for the position a professor or a chief researcher and is an independent, leading researcher in his/her field of research or science (hereinafter referred to as “Leading Researcher”) **must have the following competences:**

9.1. Carrying out R&D activities:

9.1.1. is able to make a significant contribution to the development of a research topic, or even several research topics, at national and/or international level through his/her scientific results;

9.1.2. is able to critically assess and identify and/or implement promising (strategically important) research topics and/or experimental development opportunities;

9.1.3. has an academic reputation based on internationally recognised research results in his/her research topic(s);

9.1.4. is able to assess (understand) the wider implications and applications of his/her research findings in a broader cultural, social and economic context.

9.2. Organising R&D:

9.2.1. is able to lead the planning and implementation of international research, experimental development and/or innovation, science dissemination projects and/or institutional programmes;

9.2.2. is able to train researchers through supervision, mentoring or other researcher training activities and/or be a leader of an independent research team or otherwise demonstrate leadership in the organisation of research.

9.3. Dissemination of R&D results and anticipating their impact:

9.3.1. is able to publish research results in international scientific publications, either independently or as lead co-author;

9.3.2. is able to present the results of his/her research as an invited speaker at international scientific events and/or is a member of scientific committees at international scientific events;

9.3.3. is able to produce high-impact R&D work.

9.4. R&D&I expert evaluation:

9.4.1. is an expert in international R&D projects and/or national and international programmes;

9.4.2. is able to initiate or is invited/delegated to prepare expert opinions or recommendations on public and/or private sector developments.

CHAPTER III

DESIRABLE COMPETENCES FOR RESEARCHERS

10. An **Early Career Researcher** has, or seeks to develop, the following competences:

10.1. is able to understand the continuity and potential impact of his/her research findings;

10.2. understands and applies the principles of research ethics, scientific integrity and open science.

11. An **Approved Researcher** has, or seeks to develop, the following competences:

11.1. acquires the ability to transfer competences and skills to other environments through working in a team;

11.2. participates in the development of a culture of research ethics, scientific integrity and open science within the institution;

11.3. is able to apply forms of intellectual property protection;

11.4. is able to communicate the results of his/her research to the professional community and the public.

12. A **Recognised Researcher** has, or seeks to develop, the following competences:

12.1. develops the ability to transfer high-level competences and skills to other environments and research areas where they can be applied or used;

12.2. participates in the development of a culture of research ethics and scientific integrity and open science within and/or outside the institution;

12.3. contributes to building trust and cooperation between researchers and/or to the career development of researchers;

12.4. is able to manage intellectual property;

12.5. is able to communicate effectively the results of his/her research to the professional community and the general public;

12.6. actively participates in research networks and is able to establish collaborative links with public sector institutions and/or businesses;

12.7. is a member of the editorial boards of periodicals and/or individual publications referenced in international databases.

13. A Leading Researcher has, or seeks to develop, the following competences:

13.1. is able to transfer high-level competences and skills to other environments and research areas where they can be applied or used;

13.2. creates a culture of research ethics, scientific integrity and open science within and outside the institution;

13.3. is able to build trust and cooperation between researchers, contribute to the career development of researchers and attract talented researchers;

13.4. is able to manage intellectual property effectively;

13.5. is able to communicate effectively the results of his/her research internationally to the professional community and the public;

13.6. leads working groups preparing expert opinions and recommendations on public and/or private sector developments;

13.7. participates in managing or monitoring groups for international research projects;

13.8. is a guest editor of periodicals and/or individual publications referenced in international databases.

CHAPTER IV FINAL PROVISIONS

14. Higher education and research institutions may establish additional competences necessary for career stages.

15. The Description may be amended by order of the Chairman of the Research Council of Lithuania.
