

VII. MINIMUM QUALIFICATION REQUIREMENTS FOR THE POSITION OF LECTURERS AND RESEARCHERS

7.1. The Minimum Qualification Requirements for the Position of University Lecturers and Researchers determine the mandatory minimum qualification requirements for persons who apply for a position of a university lecturer or researcher by participating in an open competition and have their performance assessed for the position concerned. The Council of a particular core academic unit is entitled to submit higher requirements than the minimum requirements provided for in the Regulations for the approval of the Commission of the Senate. The Council of a core academic unit is entitled to establish their specific requirements for the applicants, which are to be included into the conditions of the competition.

7.2. The quality of the applicants' academic performance is assessed by the Recruitment and Performance Assessment Commissions. In assessing the eligibility of applicants for the position of a Professor, Associate Professor, Chief Researcher, and Senior Researcher, the Commissions are guided by the Description of the Procedure for Assessing Academic Performance (Appendix 2).

7.3. The minimum qualification requirements for researchers working in the field of **Physical, Biomedical and Technological** sciences are as follows:

7.3.1. Participation in a competition for the position of **Professor** is permitted to those scientists who since the time when they were granted their Ph.D. degree:

7.3.1.1. have fulfilled at least one of the following requirements:

7.3.1.1.1. have published at least eight scientific articles in reviewed scientific publications quoted in the database "*Thomson Reuters Web of Knowledge*" (hereinafter – international scientific publications) and/or parts or chapters of reviewed scientific monographs or studies, thereof at least three scientific articles in the last three years;

7.3.1.1.2. have published at least five scientific articles in international scientific publications and a reviewed scientific monograph prepared otherwise than on the basis of the thesis, and published by an internationally recognised science publishing house; or part of a reviewed scientific monograph published by an internationally recognised science publishing house, whereof the contribution of the researcher is at least five quires;

7.3.1.1.3. have published at least five scientific articles in international scientific publications, and produced acknowledged and implemented results of experimental development, or have created significant objects of industrial property (patents registered at the European Patent Office (EPO), United States Patent and Trademark Office (USPTO), Japan Patent Office (JPO), licenced patents, etc.); or have developed new plant or animal species, cell lines, strains of microorganisms registered in international catalogues and possessing documents to prove the authorship;

7.3.1.2. have presented the results of research at international or national scientific conferences;

7.3.1.3. have supervised research on a competition project or on officially approved theme, or formed a group of researchers to work on an important scientific assignment, or otherwise demonstrated their managerial skills in the area of research and experimental development;

7.3.1.4. have experience of at least five years in reading lectures for students of any cycle of studies;

7.3.1.5. have prepared a publication of study material (lecture conspectuses, a course book, textbook or any other publication or a part thereof intended for study purposes), or a course for e-learning/teaching;

7.3.1.6. have supervised the studies of at least one doctoral student, or supervised the preparation of final theses, or any other research carried out by students of any cycle of studies on the basis of which at least three scientific publications have been prepared;

7.3.1.7. have experience in organising scientific events, or experience in acting as scientific experts, reviewers, or in science popularisation.

7.3.2. Scientists who hold the position of **Professor** are certified for a five-year term of service if during that term of service they:

7.3.2.1. have fulfilled at least one of the following requirements:

7.3.2.1.1. have published at least three scientific articles in international scientific publications and/or parts or chapters of reviewed scientific monographs;

7.3.2.1.2. have published a reviewed scientific monograph prepared otherwise than on the basis of the thesis, and published by an internationally recognised science publishing house; or part of a reviewed scientific monograph published by an internationally recognised science publishing house, whereof the contribution of the researcher is at least five quires;

7.3.2.1.3. have produced acknowledged and implemented results of experimental development, or have created significant objects of industrial property (patents registered at the European Patent Office (EPO), United States Patent and Trademark Office (USPTO), Japan Patent Office (JPO), licenced patents, etc.); or have developed new plant or animal species, cell lines, strains of microorganisms registered in international catalogues and possessing documents to prove the authorship;

7.3.2.2. have presented the results of research at international or national scientific conferences;

7.3.2.3. have supervised research;

7.3.2.4. have given lectures to students of any cycle of studies;

7.3.2.5. have prepared or updated a publication of study material (lecture conspectuses, a course book, textbook or any other publication or a part thereof used for study purposes), or a course for e-learning/teaching;

7.3.2.6. have participated in implementing doctoral or residency studies, or supervised the preparation of final theses by students of any cycle of studies, or students' research work;

7.3.2.7. have organised scientific events or acted as scientific experts, reviewers, or participated in popularisation of science.

7.3.3. Participation in the competition for the position of **Chief Researcher** is permitted to those scientists who since the time when they were granted their Ph.D. degree:

7.3.3.1. have published in total at least 15 scientific articles in international scientific publications, thereof at least five scientific articles within the last five years;

7.3.3.2. have supervised research on a competition project or an officially approved theme, or formed a group of researchers to work on an important scientific project;

7.3.3.3. have supervised the studies of at least one doctoral student, or supervised the preparation of final theses, or any other research carried out by students of any cycle of studies on the basis of which at least three scientific publications have been prepared;

7.3.3.4. have experience in organising scientific events, or experience in acting as scientific experts, reviewers, or in science popularisation.

7.3.4. Scientists who hold the position of **Chief Researcher** are certified for a five-year term of service if during that term of service they:

7.3.4.1. have fulfilled at least one of the following requirements:

7.3.4.1.1. have published at least eight scientific articles in reviewed scientific publications and/or parts or chapters of reviewed scientific monographs;

7.3.4.1.2. have published at least five scientific articles in international scientific publications and a reviewed scientific monograph prepared otherwise than on the basis of the thesis, and published by an internationally recognised science publishing house; or part of a reviewed scientific monograph published by an internationally recognised science publishing house, whereof the contribution of the researcher is at least five quires;

7.3.4.1.3. have published at least five scientific articles in international scientific publications, and produced acknowledged and implemented results of experimental development, or have created

significant objects of industrial property (patents registered at the European Patent Office (EPO), United States Patent and Trademark Office (USPTO), Japan Patent Office (JPO), licenced patents, etc.); or have developed new plant or animal species, cell lines, strains of microorganisms registered in international catalogues and possessing documents to prove the authorship;

7.3.4.2. have presented the results of research at international or national scientific conferences;

7.3.4.3. have supervised research;

7.3.4.4. have participated in implementing doctoral studies, or supervised the preparation of final theses by students of any cycle of studies, or supervised student's research work;

7.3.4.5. have organised scientific events, acted as scientific experts or reviewers, and participated in the popularisation of science.

7.3.5. Participation in the competition for the position of **Associate Professor** is permitted to those scientists who since the time when they were granted doctoral degree:

7.3.5.1. have fulfilled at least one of the following requirements:

7.3.5.1.1. have published at least five scientific articles in reviewed periodical scientific publications or parts or chapters of reviewed scientific monographs, thereof at least three articles in international publications. At least two scientific articles have been published in the last five years;

7.3.5.1.2. have published a reviewed scientific monograph or part of a reviewed scientific monograph, thereof the researcher's contribution is at least five quires;

7.3.5.1.3. have published at least two scientific articles in reviewed periodical scientific publications and produced acknowledged and implemented results of experimental development, or have created significant objects of industrial property;

7.3.5.2. have presented the results of their research at international or national scientific conferences;

7.3.5.3. have participated in research on a competition project or an officially approved theme as research supervisors or researchers;

7.3.5.4. have experience of at least three years in reading lectures or supervising seminars (practical or laboratory work, etc.) provided for in the programmes of any cycle of studies;

7.3.5.5. have prepared a publication of study material (lecture conspectuses, a course book, textbook or any other publication or a part thereof to be used for study purposes), or a course for e-learning/teaching;

7.3.5.6. have supervised the preparation of final theses of students of any cycle of studies, or supervised students' research work;

7.3.5.7. have experience in organising scientific events, acting as scientific experts, reviewers, and in popularising science.

7.3.6. Scientists who hold the position of **Associate Professor** are certified for a five-year term of service if during that term of service they:

7.3.6.1. have fulfilled at least one of the following requirements:

7.3.6.1.1. published at least three scientific articles in reviewed periodical scientific publications and/or parts or chapters of reviewed scientific monographs, thereof at least two scientific articles in international scientific publications;

7.3.6.1.2. have published a reviewed scientific monograph or part of a scientific monograph, with the researcher's contribution of at least five quires;

7.3.6.1.3. have published at least one scientific article in reviewed periodical scientific publications and produced acknowledged and implemented results of experimental development, or created objects of industrial property;

7.3.6.2. have presented the results of their research at international or national scientific conferences;

7.3.6.3. have participated in research as the project or theme supervisor or a researcher;

7.3.6.4. have given lectures to students of any cycle of studies;

7.3.6.5. have prepared or updated published study material (lecture conspectuses, a course book, textbook or any other publication or a part thereof to be used for study purposes), or a course for e-learning/teaching;

7.3.6.6. have participated in implementing doctoral or residency studies, or supervised the preparation of final theses by students of any cycle of studies, or supervised student's research work;

7.3.6.7. have organised scientific events or acted as a scientific expert, reviewer, or participated in science popularisation.

7.3.7. Participation in the competition for the position of **Senior Researcher** is permitted to those scientists who since they have been awarded the doctoral degree:

7.3.7.1. have published in total at least seven scientific articles in reviewed scientific publications, thereof at least three scientific articles within the last five years;

7.3.7.2. have participated in research on a competition project or an officially approved theme as research supervisors or researchers;

7.3.7.3. have experience in organising scientific events, providing scientific expertise, reviewing, or experience in science popularisation.

7.3.8. Scientists who hold the position of **Senior Researcher** are certified for a five-year term of service if during that term of service they:

7.3.8.1. have fulfilled at least one of the following requirements:

7.3.8.1.1. have published at least five scientific articles in international scientific publications and/or parts or chapters of reviewed scientific monographs or studies;

7.3.8.1.2. have published at least two scientific articles in reviewed scientific publications and a reviewed scientific monograph or part of a reviewed monograph, with the researcher's contribution of at least five quires;

7.3.8.1.3. have published at least two scientific articles in reviewed scientific publications and produced acknowledged and implemented results of experimental development, or created objects of industrial property;

7.3.8.2. have presented the results of their research at international or national scientific conferences;

7.3.8.3. have participated in research as research supervisors or researchers;

7.3.8.4. have participated in implementing doctoral or residency studies, or supervised the preparation of final theses of students of any cycle of studies, or supervised students' research work;

7.3.8.5. have organised scientific events, acted as a scientific expert, reviewer, or participated in popularisation of science.

7.3.9. Participation in the competition for the position of **Lecturer** is permitted to those scientists or persons who have a Master's qualification degree or a degree of higher education equivalent to it.

7.3.10. Within the five-year term of service, a person in the position of **Lecturer** must read lectures to students and be engaged in methodological work and experimental development.

7.3.11. Participation in the competition for the position of **Assistant** is permitted to those persons who have at least a Master's qualification degree or a degree of higher education equivalent to it:

7.3.12. Within the five-year term of service, a person in the position of **Assistant** must start conducting research, doing methodological and pedagogical work, and publish at least one scientific article in a reviewed scientific periodical publication.

7.3.13. Participation in the competition for the position of **Researcher** is permitted to those scientists who have published at least three scientific articles in international scientific publications.

7.3.14. Scientists who hold the position of **Researcher** are certified for a five-year term of service if during that term of service they published at least three scientific articles in reviewed periodical scientific publications or chapters of books, or a reviewed scientific monograph, or conducted experimental development work.

7.3.15. Participation in the competition for the position of **Junior Researcher** is permitted to those scientists who have at least a Master's qualification degree or a degree of higher education equivalent to it and have published at least one scientific article in a reviewed periodical scientific publication.

7.3.16. Persons in the position of **Junior Researcher** are certified for a five-year term of service if during that term of service, they published at least two scientific articles in reviewed periodical scientific publications.

7.4. The minimum qualification requirements for persons working in the field of **Humanitarian and Social Sciences** are as follows:

7.4.1. Participation in the competition for the position of **Professor** is permitted to those scientists who since the time when they were awarded their Ph.D. degree:

7.4.1.1. have fulfilled at least one of the following requirements:

7.4.1.1.1. have published at least 15 scientific articles in reviewed (periodical, serial or non-serial) scientific publications, thereof at least five scientific articles within the five last years;

7.4.1.1.2. have published at least eight scientific articles in reviewed (periodical, serial or non-serial) scientific publications and a reviewed scientific monograph or study prepared otherwise than on the basis of the thesis, or a part(s), thereof of the scope of at least 10 quires;

7.4.1.1.3. have published at least eight scientific articles in international scientific publications, thereof at least three scientific articles within the last five years;

7.4.1.2. have presented the results of their research at international or national scientific conferences;

7.4.1.3. have at least five years of experience in reading lectures to students of any cycle of studies;

7.4.1.4. have prepared a publication of study material (lecture conspectuses, a course book, textbook or any other publication or a part thereof to be used for study purposes), or a course for e-learning/teaching;

7.4.1.5. have supervised the studies of at least one doctoral student, or supervised the preparation of final theses or any other research work carried out by students of any cycle of studies, on the basis of which at least three scientific publications have been prepared;

7.4.1.6. satisfy at least three of the following requirements in the field of scientific expertise, applied sciences and science promotion:

7.4.1.6.1. have prepared publications of scientific sources, translations of scientific texts, prepared (and compiled) periodical or non-serial scientific publications;

7.4.1.6.2. have prepared publications of scientific resources (scientific facsimiles, typological and subject maps, lexicographical sources, scientific systematic source catalogues, workbooks for terminology and use of language), science bibliography publications, drafts of basic legal acts (i.e., of the President, Seimas or the Government of the Republic of Lithuania), conclusions and commentaries concerning draft legislation, territory plans, etc;

7.4.1.6.3. have been engaged in social and cultural development activity, have been members of experimental science organisations (their representatives);

7.4.1.6.4. have pursued expert, administration of scientific research or any other applied scientific activity (headed an organisational committee for an international or national event or programme, or were its members; headed the editorial board of a national, international or interstate periodical or a serial scientific publication, were editors-in-chief of such a publication or members of its editorial board; headed the doctoral studies committee, dissertation defence council, or were members of such a commission or council, or acted as dissertation opponents);

7.4.1.6.5. have participated in international and national science programme projects (were chief programme coordinators, partner coordinators or implementers);

7.4.1.6.6. have been on short-term research visits, or participated in scientific or pedagogical exchange programmes;

7.4.1.6.7. have prepared scientific reviews and science promotion publications, including reviews of research and creative works intended both for professional and general society and published in cultural or professional publications;

7.4.1.6.8. have given public lectures;

7.4.1.6.9. have created and monitored online science popularisation sources or engaged in regular dissemination of scientific knowledge by means of mass media, etc.;

7.4.2. Scientists who hold the position of **Professor** are certified for a five-year term of service if during that term of service they:

7.4.2.1. have fulfilled at least one of the following requirements:

7.4.2.1.1. have published at least five scientific articles in reviewed (periodical, serial or non-serial) scientific publications;

7.4.2.1.2. have published a reviewed scientific monograph or a study of the scope of at least 10 quires;

7.4.2.1.3. have published at least three scientific articles in reviewed (periodical, serial or non-serial) scientific publications, and part(s) of reviewed scientific monograph(s) or study/studies, whereof the total contribution of the scientist amounts to at least five quires;

7.4.2.1.4. have published at least three scientific articles in international scientific publications;

7.4.2.2. have presented the results of their research at international or national scientific conferences;

7.4.2.3. have given lectures to students of any cycle of studies;

7.4.2.4. have prepared or updated a publication of study material (lecture conspectuses, a course book, textbook or any other publication or a part thereof used for study purposes), or a course for e-learning/teaching;

7.4.2.5. have participated in implementing doctoral or residency studies, or supervised the preparation of final theses of students of any cycle of studies, or supervised students' research work;

7.4.2.6. have fulfilled at least two of the requirements in the field of scientific expertise, applied sciences and the promotion of science referred to in Article 7.4.1.6.

7.4.3. Participation in the competition for the position of **Chief Researcher** is permitted to those scientists who since the time they were granted their Ph.D. degree:

7.4.3.1. have fulfilled at least one of the following requirements:

7.4.3.1.1. have published at least 15 scientific articles in reviewed (periodical, serial or non-serial) scientific publications, including at least five scientific articles within the last five years;

7.4.3.1.2. have published a reviewed scientific monograph or study prepared otherwise than on the basis of the thesis, and at least 10 scientific articles in reviewed (periodical, serial or non-serial) scientific publications;

7.4.3.1.3. have published a part(s) of reviewed scientific monograph(s) or study/studies thereof the total contribution of the scientist amounts to at least 10 quires, and published at least 10 scientific articles in reviewed (periodical, serial or non-serial) scientific publications, including at least five scientific articles within the last five years;

7.4.3.2. have made presentations or plenary sessions to presented the results of their research at international or national scientific conferences;

7.4.3.3. within the last five years have fulfilled at least five of the following requirements in the field of applied sciences and the promotion of science:

7.4.3.3.1. prepared publications of scientific sources, translations of scientific texts, prepared (and compiled) periodical or non-serial scientific publications;

7.4.3.3.2. prepared publications of scientific resources (scientific facsimiles, typological and subject maps, lexicographical sources, scientific systematic source catalogues, workbooks in terminology and the use of language), science bibliography publications, drafts of basic legal acts (i.e., those of the President, Seimas or Government of the Republic of Lithuania), conclusions and commentaries concerning draft legislation, territory plans, etc;

- 7.4.3.3.3. have been engaged in social and cultural development activity, were members of experimental science organisations (their representatives);
- 7.4.3.3.4. have been engaged in science expert, science organisation or any other applied scientific activity (the Head of an organisational committee for an international or national event or programme, or its member; headed the editorial board of a national, international or interstate periodical or a serial scientific publication, was editor-in-chief of such a publication or a member of its editorial board; headed the doctoral studies commission, the dissertation defence council, or was a member of such a commission or council, or acted as a dissertation opponent);
- 7.4.3.3.5. have participated in international and national science programme projects (the chief programme coordinator, partner coordinator or implementer);
- 7.4.3.3.6. have been on short-term research visits, participated in scientific exchange programmes;
- 7.4.3.3.7. have prepared reviews of scientific publications and publications for the promotion of science, including reviews of research and creative works intended both for professional and general society and published in cultural or professional publications;
- 7.4.3.3.8. have given public lectures;
- 7.4.3.3.9. have created and monitored online science popularisation sources or have been engaged in regular dissemination of scientific knowledge by means of mass media, etc.;
- 7.4.3.3.10. have prepared study guides for institutions of higher learning, course books, or methodical material;
- 7.4.3.3.11. have acted as supervisors for doctoral students, prepared and taught subjects included in doctoral study programmes, supervised post-doctoral research programmes;
- 7.4.4. Scientists who hold the position of **Chief Researcher** are certified for a five-year term of service if during that term of service they:
- 7.4.4.1. have fulfilled at least one of the following requirements:
- 7.4.4.1.1. have published at least eight scientific articles in reviewed (periodical, serial or non-serial) scientific publications;
- 7.4.4.1.2. have published a reviewed scientific monograph or study at least 10 quires in scope;
- 7.4.4.1.3. have published a part(s) of reviewed scientific monograph(s) or study/studies where the total contribution of the scientist amounts to at least five quires, and at least five scientific articles in reviewed (periodical, serial or non-serial) scientific publications;
- 7.4.4.2. have presented the results of their research at international or national scientific conferences;
- 7.4.4.3. have fulfilled at least five of the requirements in the field of scientific expertise, applied sciences and science promotion referred to in Article 7.4.3.3;
- 7.4.5. Participation in the competition for the position of **Associate Professor** is permitted to those scientists who since they were granted their Ph.D. degree:
- 7.4.5.1. have fulfilled at least one of the following requirements:
- 7.4.5.1.1. have published at least five scientific articles in reviewed (periodical, serial or non-serial) scientific publications, at least two of which in the last five years;
- 7.4.5.1.2. have published a reviewed scientific monograph prepared otherwise than on the basis of the thesis, at least 10 quires in scope;
- 7.4.5.1.3. have published at least one scientific article in reviewed (periodical, serial or non-serial) scientific publications and a reviewed scientific monograph or study, or a part(s) thereof prepared otherwise than on the basis of the thesis, which amount to at least five quires;
- 7.4.5.1.4. have published at least four scientific articles in international scientific publications, thereof at least two scientific articles in the last five years;
- 7.4.5.2. have presented the results of their research at international or national scientific conferences;
- 7.4.5.3. have at least three years of experience in reading lectures or supervising seminars (practical or laboratory work, etc.) included in the study programmes of any cycle of studies;

7.4.5.4. have prepared a publication of study material (lecture conspectuses, a course book, textbook or any other publication or a part thereof to be used for study purposes), or a course for e-teaching/learning;

7.4.5.5. have supervised the preparation of final theses of students of any cycle of studies, or supervised student's research work;

7.4.5.6. have fulfilled at least two of the requirements in the field of scientific expertise, applied sciences and science promotion referred to in Article 7.4.1.6;

7.4.6. Scientists who hold the position of **Associate Professor** are certified for a five-year term of service if during that term of service they:

7.4.6.1. have fulfilled at least one of the following requirements:

7.4.6.1.1. have published at least three scientific articles in reviewed (periodical, serial or non-serial) scientific publications;

7.4.6.1.2. have published a reviewed scientific monograph or study of at least 10 quires;

7.4.6.1.3. have published at least one scientific article in reviewed (periodical, serial or non-serial) scientific publications and part(s) of a reviewed scientific monograph(s) or study/studies, whereof the total contribution of the researcher amounts to at least five quires;

7.4.6.2. have presented the results of their research at international or national scientific conferences;

7.4.6.3. have given lectures to students of any cycle of studies;

7.4.6.4. have prepared or updated a publication of study material (lecture conspectuses, a course book, textbook or any other publication or a part thereof to be used for study purposes), or a course for e-learning/teaching;

7.4.6.5. have participated in implementing doctoral or residency studies, or supervised the preparation of the final thesis of students of any stage of studies, or supervised student research work;

7.4.6.6. have fulfilled at least two of the requirements in the field of scientific expertise, applied sciences and science promotion referred to in Article 7.4.1.6.

7.4.7. Participation in the competition for the position of **Senior Researcher** is permitted to those scientists who:

7.4.7.1. have fulfilled at least one of the following requirements:

7.4.7.1.1. have published at least 10 scientific articles in reviewed (periodical, serial or non-serial) scientific publications, therefrom at least three scientific articles within the last five years;

7.4.7.1.2. have published a reviewed scientific monograph or study prepared otherwise than on the basis of the thesis, and at least five scientific articles in reviewed (periodical, serial or non-serial) scientific publications;

7.4.7.1.3. have published a part(s) of reviewed scientific monograph(s) or study/studies, where the total contribution of the scientist amounts to at least five printer's sheets, and at least eight scientific articles in reviewed (periodical, serial or non-serial) scientific publications, therefrom at least three scientific articles within the last five years;

7.4.7.2. presented the results of research at international or national scientific conferences;

7.4.7.3. have fulfilled at least four of the requirements in the field of applied sciences and science promotion referred to in Article 7.4.3.3.

7.4.8. Scientists who hold the position of a **Senior Researcher** are certified for a five-year term of service if during that term of service they:

7.4.8.1. have fulfilled at least one of the following requirements:

7.4.8.1.1. have published at least five scientific articles in reviewed (periodical, serial or non-serial) scientific publications;

7.4.8.1.2. have published a reviewed scientific monograph or study whose scope is at least 10 quires;

7.4.8.1.3. have published a part(s) of reviewed scientific monograph(s) or study/studies, and the total contribution of the researcher amounts to at least five printer's sheets, and at least three scientific articles in reviewed (periodical, serial or non-serial) scientific publications;

7.4.8.2. have presented the results of research at international or national scientific conferences;

7.4.8.3. have fulfilled at least four of the requirements in the field of applied sciences and science promotion referred to in Article 7.4.3.3.

7.4.9. Participation in the competition for the position of **Lecturer** is permitted to those scientists or persons who have a Master's qualification degree or an equivalent degree in higher education.

7.4.10. Within the five-year term of service, a person in the position of **Lecturer** must read lectures to students and be engaged in methodological work, and promote social and cultural development.

7.4.11. Participation in the competition for the position of **Researcher** is permitted to those scientists who have published at least three scientific articles in reviewed (periodical, serial or non-serial) scientific publications;

7.4.12. Scientists who hold the position of **Researcher** are certified for a five-year term of service if during that term of service they:

7.4.12.1. have fulfilled at least one of the following requirements:

7.4.12.1.1. have published at least two scientific articles in reviewed (periodical, serial or non-serial) scientific publications;

7.4.12.1.2. have published a reviewed scientific monograph or study, or a part thereof;

7.4.12.2. have presented the results of research at international or national scientific conferences;

7.4.12.3. have fulfilled at least two of the requirements in the field of applied sciences and science promotion referred to in Article 7.4.3.3.

7.4.13. Participation in the competition for the position of **Assistant** is permitted to those persons who have at least a Master's qualification degree or an equivalent degree in higher education.

7.4.14. Within the five-year term of service, a person in the position of **Assistant** must start conducting research, doing methodological and pedagogical work and publish at least one scientific article in a reviewed scientific publication.

7.4.15. Participation in the competition for the position of **Junior Researcher** is permitted to those scientists who have at least a Master's qualification degree or an equivalent degree in higher education, and have published at least one scientific article in a reviewed scientific publication.

7.4.16. Persons in the position of **Junior Researcher** are certified for a five-year term of service if during that term of service they have published at least one scientific publication and have been engaged in the field of applied sciences and the promotion of science.

7.5. The minimum required number of scientific publications may be reduced by taking into consideration the significance of international certificates, published reviewed scientific monographs, textbooks for institutions of higher education, as well as the importance of experimental and social development activity. In the fields of physical, biomedical and technological sciences, other publications count as equivalent to scientific articles only in those cases when they exceed the scope of the minimum qualification requirements defined by the legal acts of the Republic of Lithuania.

7.6. The significance and the amount of research work and other activity of the members of the staff are assessed by the Recruitment and Performance Assessment Commissions of the academic units.

Note: If any discrepancies occur between the Lithuanian and the English versions of these Regulations, the Lithuanian version shall prevail.