

## **QUALIFICATION REQUIREMENTS FOR POSITIONS OF THE TEACHING STAFF AND RESEARCH STAFF**

### **CHAPTER I GENERAL PROVISIONS**

1. Candidates wishing to participate in recruiting competition or teaching staff and research/art staff (hereinafter the 'research staff') wishing to be certified for their current position must meet the qualification requirements specified in these Qualification Requirements for Positions of the Teaching Staff and Research Staff (hereinafter the 'Requirements').
2. The council of a core academic unit has the right to submit higher qualification requirements to the University's Senate for approval and to set special competition requirements for candidates participating in the competition, which must be included in the conditions of the competition.
3. Meeting the qualification requirements is a condition for participating in a competition.
4. Objects of intellectual property and other activities that are not in affiliation with the University shall not be credited to the persons who have created/executed them during their certification for the position of teaching staff or research staff at the University, except for the outcome created when performing scientific activities when according to the applicable legal acts these are attributed to the University without such link.

### **CHAPTER II QUALIFICATION REQUIREMENTS FOR ACADEMIC STAFF IN HUMANITIES**

5. Scholars who have the competencies of scientific research and experimental development (hereinafter the R&D) activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D and innovation (hereinafter the R&D&I) characteristic of a leading researcher and have basic pedagogical competencies can participate in a competition for the position of a professor. Scholars contending for the position of a **professor** must have published at least eight international-level<sup>1</sup> scientific articles, including at least three scientific articles in peer-reviewed foreign scientific publications. Scholars holding the position of a professor may be certified for a five-year period if, during it, they published at least three scientific articles in peer-reviewed scientific publications, including at least two scientific articles in peer-reviewed foreign scientific publications.
6. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of an established researcher and have basic pedagogical competencies can participate in a competition for the position of an associate professor. Scholars contending for the position of an **associate professor** must have published at least five scientific articles in peer-reviewed scientific publications, including at least two scientific articles in peer-reviewed foreign scientific publications. Scholars holding the position of an associate professor may be certified for a five-year period if, during it, they published at least two scientific articles in peer-reviewed scientific publications, including at least one scientific article in a peer-reviewed foreign scientific publication.
7. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I

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<sup>1</sup> The level of the article and the publication it was published in is evaluated by the unit commission.

characteristic of a recognised researcher and have basic pedagogical competencies can participate in a competition for the position of an assistant professor. Candidates for the position of an **assistant professor** must be scholars. Scholars holding the position of an assistant professor may be certified for a five-year period if, during it, they published at least two scientific articles in peer-reviewed scientific publications.

8. Researchers who have a master degree or equivalent qualification, have acquired the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact characteristic of a first stage researcher and have basic pedagogical competencies can hold a position of **teaching assistant**. Researchers holding the position of a teaching assistant must carry out research and/or social or cultural development work over the five-year period.

9. Persons who have a doctoral degree and basic pedagogical competencies can participate in a competition for the position of a **senior lecturer**. Persons holding the position of a senior lecturer may be certified for a five-year period if, during it, their pedagogical activities were evaluated as meeting the criteria specified in Annex 5 to the Regulations.

10. Persons who have a master degree or equivalent qualification and basic pedagogical competencies can participate in a competition for the position of a **lecturer**. Persons holding the position of a lecturer may be certified for a five-year period if, during it, their pedagogical activities were evaluated as meeting the criteria specified in Annex 5 to the Regulations.

11. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of an approved researcher characteristic of a leading researcher can participate in a competition for the position of a research professor. Scholars contending for the position of a **research professor** must have published at least fifteen international-level scientific articles, including at least five scientific articles in peer-reviewed foreign publications. Scholars holding the position of a research professor may be certified for a five-year period if, during it, they published at least eight scientific articles in peer-reviewed scientific publications, including at least three scientific articles in peer-reviewed foreign scientific publications.

12. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of an established researcher can participate in a competition for the position of a senior researcher. Scholars contending for the position of **senior researcher** must have published at least ten international-level scientific articles, including at least four scientific articles in peer-reviewed foreign publications. Scholars holding the position of a senior researcher may be certified for a five-year period if, during it, they published at least five scientific articles, including at least two scientific articles in peer-reviewed foreign scientific publications.

13. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of a recognised researcher can participate in a competition for the position of a researcher. Scholars contending for the position of a **researcher** must have published at least four scientific articles in peer-reviewed publications. Scholars holding the position of a researcher may be certified for a five-year period if, during it, they published at least three scientific articles in peer-reviewed scientific publications.

14. Researchers who have a master degree or equivalent qualification, have acquired the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact characteristic of a first stage researcher can hold the position of a **research assistant**. Researchers holding the position of a research assistant may be certified for a five-year period if, during it, they published at least two scientific articles in peer-reviewed scientific publications.

15. In evaluating the candidates for positions and in certifying all teaching staff and research staff, two author's sheets of research monographs and studies or parts thereof published by

international scientific publishing houses<sup>2</sup> or four author's sheets of translations of scientific sources and research papers (author's sheets may be combined) are the equivalent of one scientific article in a foreign scientific publication. Two author's sheets of research monographs and studies or parts thereof or translations of scientific sources and research papers published by national and other publishing houses, a scientifically structured data set (all of, or the metadata of which, was made public), a compiled peer-reviewed scientific publication, peer-reviewed international and national level scientific event publication, or other publication of applied research are the equivalent of one scientific article in a peer-reviewed scientific publication; three reviews of research papers and/or scientific dissemination publications published in foreign scientific publications are the equivalent of one scientific article in a foreign publication; and three reviews of research papers and/or scientific dissemination publications published in scientific publications are the equivalent of one scientific article in a peer-reviewed scientific publication.

16. Coordination of an international research programme project involving R&D is the equivalent of four scientific articles in a foreign scientific publication; coordination of an international research project not involving R&D or coordination of a work package in a project involving R&D is the equivalent of two scientific articles in a foreign scientific publication; and coordination of a national R&D project is the equivalent of one scientific article in a peer-reviewed scientific publication.

17. Scholars contending for the position of a professor, research professor, or senior researcher must have at least two scientific articles in foreign publications in addition to their article equivalents, and scholars contending for the position of an associate professor must have at least one scientific article in a foreign publication in addition to their article equivalents. Professors, research professors and senior researchers being certified must have published at least one scientific article in a foreign publication in addition to their article equivalents; the requirement to have a scientific article in a foreign scientific publication may be waived if the person being certified has had a monograph published by an international scientific publishing house.

### CHAPTER III

#### QUALIFICATION REQUIREMENTS FOR ACADEMIC STAFF IN SOCIAL SCIENCES

18. Scholars who have the competencies of scientific research and experimental development (hereinafter the R&D) activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D and innovation (hereinafter the R&D&I) characteristic of a leading researcher and have basic pedagogical competencies can participate in a competition for the position of a professor. Scholars contending for the position of a **professor** must have published at least eight scientific articles in peer-reviewed scientific publications, including at least three scientific articles in international-level publications<sup>3</sup>. Scholars holding the position of a professor may be certified for a five-year period if, during it, they published at least three scientific articles in peer-reviewed scientific publications, including at least two scientific articles in an international-level scientific publication.

19. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of an established researcher and have basic pedagogical competencies can participate in a competition for the position of an associate professor. Scholars contending for the position of an **associate professor** must have published at least five scientific articles in peer-reviewed scientific

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<sup>2</sup> International scientific publishing house is a publishing house or publisher that regularly publishes internationally recognised periodicals, continuous, and single-issue scientific publications, provides information on the publishing house's nature, the procedure of peer-review and international recognition. The unit commission determines how international the publishing house or publisher is.

<sup>3</sup> An international-level publication is a journal with a citation index that is referenced in the Clarivate Analytics Web of Science and/or SCOPUS database or another peer-reviewed foreign publication whose international level is recognised by the unit commission.

publications, including at least two scientific articles in international-level publications. Scholars holding the position of an associate professor may be certified for a five-year period if, during it, they published at least two scientific articles in peer-reviewed scientific publications, including at least one scientific article in an international-level scientific publication.

20. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of a recognised researcher and have basic pedagogical competencies can participate in a competition for the position of assistant. Candidates for the position of an **assistant professor** must be scholars. Scholars holding the position of an assistant professor may be certified for a five-year period if, during it, they published at least two scientific articles in peer-reviewed scientific publications.

21. Researchers who have a master degree or equivalent qualification, have acquired the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and have basic pedagogical competencies can hold a position of a **teaching assistant**. Researchers holding the position of a teaching assistant must carry out research and/or social or cultural development work over the five-year period.

22. Persons who have a doctoral degree and basic pedagogical competencies can participate in a competition for a position of a **senior lecturer**. Persons holding the position of a senior lecturer may be certified for a five-year period if, during it, their pedagogical activities were evaluated as meeting the criteria specified in Annex 5 to the Regulations.

23. Persons who have a master degree or equivalent qualification and basic pedagogical competencies can participate in a competition for a position of a **lecturer**. Persons holding the position of a lecturer may be certified for a five-year period if, during it, their pedagogical activities were evaluated as meeting the criteria specified in Annex 5 to the Regulations.

24. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of an approved researcher characteristic of a leading researcher can participate in a competition for the position of a research professor. Scholars contending for the position of a **research professor** must have published at least fifteen scientific articles, including at least five scientific articles in international-level publications. Scholars holding the position of a research professor may be certified for a five-year period if, during it, they published at least eight scientific articles, including at least three scientific articles in international-level scientific publications.

25. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of an established researcher can participate in a competition for the position of a senior researcher. Scholars contending for the position of a **senior researcher** must have published at least ten scientific articles, including at least four scientific articles in international-level publications. Scholars holding the position of a senior researcher may be certified for a five-year period if, during it, they published at least five scientific articles, including at least two scientific articles in international-level scientific publications.

26. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of a recognised researcher can participate in a competition for the position of a researcher. Scholars contending for the position of a **researcher** must have published at least four scientific articles in peer-reviewed publications. Scholars holding the position of a researcher may be certified for a five-year period if, during it, they published at least three scientific articles in peer-reviewed scientific publications.

27. Researchers who have a master degree or equivalent qualification, have acquired the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact can hold the position of a **research assistant**. Researchers holding the position of a research assistant may be certified for a five-year period if, during it, they published at least two scientific articles in peer-reviewed scientific publications.

28. In evaluating the candidates for positions and in certifying all teaching staff and research staff, two author's sheets of research monographs and studies or parts thereof published by international scientific publishing houses (author's sheets may be combined) are the equivalent of one scientific article in an international-level publication. Two author's sheets of research monographs and studies or parts thereof published by national and other publishing houses, a scientifically structured data set (all of, or the metadata of which, was made public), a compiled peer-reviewed scientific publication, peer-reviewed international and national level scientific event publication, a publication of applied research or a map are the equivalent of one scientific article in a peer-reviewed scientific publication; a legislative commentary is the equivalent of two articles in a peer-reviewed scientific publication; three reviews of research papers and/or scientific dissemination publications published in foreign scientific publications are the equivalent of one scientific article in an international-level publication; and three reviews of research papers and/or scientific dissemination publications published in scientific publications are the equivalent of one scientific article in a peer-reviewed scientific publication.

29. Coordination of an international research programme project involving R&D is the equivalent of four scientific articles in an international-level publication; coordination of an international research programme project not involving R&D or coordination of a work package in a project involving R&D is the equivalent of two scientific articles in an international-level publication.

30. Scholars contending for the position of a professor, research professor or senior researcher must have published at least two scientific articles in international-level publications in addition to their article equivalents, and scholars contending for the position of an associate professor must have published at least one scientific article in an international-level publication in addition to their article equivalents. Professors, research professors, and senior researchers being certified must have published at least one scientific article in an international-level publication in addition to their article equivalents; the requirement to have a scientific article in a foreign scientific publication may be waived if the person being certified has had a monograph published by an international scientific publishing house.

#### CHAPTER IV

### QUALIFICATION REQUIREMENTS FOR ACADEMIC STAFF IN NATURAL SCIENCES, AGRICULTURAL SCIENCES, MEDICAL AND HEALTHCARE SCIENCES, AND TECHNOLOGICAL SCIENCES

31. Scientists who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of an approved researcher characteristic of a leading researcher can participate in a competition for the position of a research professor. Scientists contending for the position of a **professor** must have published at least eight scientific articles in publications that are peer-reviewed and have a citation index in the Clarivate Analytics Web of Science database (hereinafter the 'CA WoS'). Scientists holding the position of a professor may be certified for a five-year period if, during it, they published at least three scientific articles in the *CA WoS*.

32. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of an established researcher and have basic pedagogical competencies can participate in a competition for the position of an associate professor. Scientists contending for the position of an **associate professor** must have published at least five scientific articles in the *CA WoS*. Scientists holding the position of an associate professor may be certified for a five-year period if, during it, they published at least two scientific articles in the *CA WoS*.

33. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of a recognised researcher and have basic pedagogical competencies can participate in a competition for the position of assistant. Candidates for the position of an **assistant professor** must

be scholars. Scientists holding the position of an assistant professor may be certified for a five-year period if, during it, they published at least two scientific articles in peer-reviewed publications.

34. Researchers who have a master degree or equivalent qualification, have acquired the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and have basic pedagogical competencies can hold the position of a **teaching assistant**. Researchers holding the position of a teaching assistant must carry out research and/or development work over the five-year period.

35. Persons who have a doctoral degree and basic pedagogical competencies can participate in a competition for the position of a **senior lecturer**. Persons holding the position of a senior lecturer may be certified for a five-year period if, during it, their pedagogical activities were evaluated as meeting the criteria specified in Annex 5 to the Regulations.

36. Persons who have a master degree or equivalent qualification and basic pedagogical competencies can participate in a competition for the position of a **lecturer**. Persons holding the position of a lecturer may be certified for a five-year period if, during it, their pedagogical activities were evaluated as meeting the criteria specified in Annex 5 to the Regulations.

37. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of a leading researcher can participate in a competition for the position of a research professor. Scientists contending for the position of a **research professor** must have published at least fifteen scientific articles in the *CA WoS*. Scholars holding the position of a research professor may be certified for a five-year period if, during it, they published at least eight scientific articles in the *CA WoS*.

38. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of an established researcher can participate in a competition for the position of a senior researcher. Scientists contending for the position of a **senior researcher** must have published at least seven scientific articles in the *CA WoS*. Scholars holding the position of a senior researcher may be certified for a five-year period if, during it, they published at least five scientific articles in the *CA WoS*.

39. Scholars who have the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact, and expert evaluation of R&D&I characteristic of a recognised researcher can participate in a competition for the position of a researcher. Scholars contending for the position of a **researcher** must have published at least three scientific articles in the *CA WoS*. Scholars holding the position of a researcher may be certified for a five-year period if, during it, they published at least two scientific articles in the *CA WoS*.

40. Researchers who have a master degree or equivalent qualification, have acquired the competencies of the R&D activities performance, organisation, dissemination of results, and evaluation of their impact characteristic of a first stage researcher can hold the position of a **research assistant**. Researchers holding the position of a research assistant may be certified for a five-year period if, during it, they published at least two scientific articles in peer-reviewed scientific publications.

41. In evaluating the candidates for positions and in certifying all teaching staff and research staff, a research monograph published by an international scientific publishing house, a patent issued by the European Patent Office, the United States Patent and Trademark Office, the Japan Patent Office, or a plant or animal variety that has passed international expertise at European centralised centres is the equivalent of two *CA WoS* scientific articles; a chapter in a research monograph published by an international scientific publishing house or work commissioned for EUR 50,000 is the equivalent of one scientific article in a *CA WoS* publication. The results of experimental/technological development activities (developed and implemented technology, a prototype, an algorithm, or a scientifically structured data set, all of, or the metadata of which, was made public) may be considered the equivalent of one to three articles in a *CA WoS* publication upon a decision of the unit commission, by taking into account the specific nature of a research field

(branch), one to three articles in an international-level conference material, peer-reviewed in a CA WoS publication, upon a decision of the unit commission may be the equivalent of one scientific article in a CA WoS publication.

42. For scientific articles with more than 100 co-authors, a coefficient of no more than 0.5 shall be applied, or no more than 0.3 when there are more than 1,000 co-authors, except for cases when the contending and/or certified person is the lead author. Lower coefficients may be set by the decision of the unit commission.

43. Coordination of an international research programme project involving R&D is the equivalent of four CA WoS scientific articles; coordination of an international research programme project not involving R&D or coordination of a work package in a project involving R&D is the equivalent of two scientific articles in a CA WoS publication.

44. Scientists contending for the position of a professor, research professor or senior researcher must have published at least three CA WoS scientific articles in addition to their article equivalents, and scholars contending for the position of an associate professor must have published at least one CA WoS scientific article in addition to their article equivalents. Professors, research professors, and senior researchers being certified for a five-year term of office must have published at least two CA WoS scientific articles in addition to their article equivalents, and associate professors – at least one CA WoS scientific article.

## CHAPTER V QUALIFICATION REQUIREMENTS FOR TEACHING STAFF IN THE ARTS

### SECTION ONE GENERAL PROVISIONS

45. The creative activities of a member of the teaching staff in the arts (hereinafter ‘a member of the teaching staff in the arts’) must be evidenced by striking, publicly recognised events or works of art (music, choreography, albums, concerts, audio or video recordings, directed plays, motion picture or television films, roles in plays, motion picture or television films, art, architecture or design works, exhibitions, projects, etc.), presented or otherwise implemented at prestigious Lithuanian or foreign concert halls, theatres, art festivals or competitions, art galleries, museums, significant buildings or the exteriors or interiors thereof, squares or other public places, put into production, published in prestigious publications, or recorded by prestigious audio or video production companies, or curated art projects in public spaces in Lithuania or abroad, significant to the development of the respective branches of art.

46. Artists who would like to apply for positions on the teaching staff in the arts must:

46.1. carry out **artistic/creative and pedagogical** activities consisting of:

46.1.1. publication of a work of art/performance;

46.1.2. release of a work of art by publishing houses, video and audio studios, etc.;

46.1.3. recognition of a work of art or its publication by prestigious foreign and/or Lithuanian prizes or other important awards;

46.1.4. training of internationally recognised artists and/or successful supervision of an art project of a doctor of arts or licentiate of arts (where the project was successfully defended);

46.1.5. publication of art research in a recognised foreign and/or Lithuanian publication.

46.2. carry out **art dissemination** activities:

46.2.1. prepare and/or participate in art projects;

46.2.2. give public lectures to promote art;

46.2.3. conduct master classes;

46.2.4. publish articles and reviews in culture, art and professional publications;

46.2.5. develop and maintain online sources of art dissemination, regularly disseminate knowledge about art through the media, etc.;

46.2.6. participate in the activities of creative unions;

- 46.2.7. participate in the work of art appraisal commissions and culture and art expert groups;
- 46.2.8. carry out other art dissemination activities.

## SECTION TWO QUALIFICATION REQUIREMENTS

47. Recruiting competitions for the position of a **professor in the arts** are open to internationally recognised artists who have a licentiate of arts, a master degree or equivalent higher education or people who hold a doctorate in the arts who have at least five years of teaching experience as an associate professor, have trained recognised artists or are training artists, whose artistic and/or pedagogical activities have earned Lithuanian and/or international recognition, have received positive evaluations for their artistic activities in Lithuanian and/or foreign professional press, are well regarded by professional art specialists and experts, and/or whose creative activities have been awarded international or national prizes and/or other professional awards. Artists/people who hold a doctorate in the arts contending for the position of a professor in the arts must:

47.1. have fulfilled at least one of the following requirements over the past five years:

47.1.1. confirmed their creative activity by gaining recognition in Lithuania or abroad for at least five significant art projects referred to in Items 46(1)(1) to 46(1)(3) of the Regulations and other regular creative activities;

47.1.2. produced at least one unique creative publication or published at least two scientific articles in a periodical or one-off culture or professional publication;

47.1.3. prepared artists involved in public art activities.

47.2. satisfy at least five of the requirements set out in Items 46(1)(4), 46(1)(5) and 46(2) of the Requirements;

48. Members of teaching staff holding the position of a professor in the arts may be certified for a five-year period if, during it, their artistic activities met the requirements established in Items 47(1) to 47(2) of the Requirements and their pedagogical activities were evaluated as meeting the basic level of pedagogical competencies.

49. Recruiting competitions for the position of an **associate professor in the arts** are open to recognised artists who have a licentiate of arts, a master degree or equivalent higher education, or people who hold a doctorate in the arts and have at least five years of teaching experience at an institution of higher education, have earned recognition for their artistic and/or pedagogical activities, have received positive evaluations for their artistic activities in professional press, and are well regarded by professional art specialists and experts. Artists contending for the position of an associate professor in the arts must:

49.1. have fulfilled at least one of the following requirements over the past five years:

49.1.1. confirmed their creative activity by gaining recognition in Lithuania or abroad for at least three significant art projects referred to in Items 46(1)(1) to 46(1)(3) of the Requirements and other regular creative activities;

49.1.2. produced at least one unique creative publication or published at least one scientific article in a periodical or one-off culture or professional publication;

49.1.3. prepared artists involved in public art activities.

49.2. satisfy at least four of the requirements set out in Items 46(1)(4), 46(1)(5) and 46(2) of the Requirements.

50. Members of teaching staff holding the position of an associate professor in the arts may be certified for a five-year period if, during it, their artistic activities met the requirements established in Items 49(1) to 49(2) of the Requirements and their pedagogical activities were evaluated as meeting the basic level of pedagogical competencies.

51. Recruiting competitions for the position of an **assistant in the arts** are open to recognised artists who have a licentiate of arts, a master degree or equivalent higher education, or people who hold a doctorate in the arts and have at least two years of teaching experience at an institution of higher education. Artists contending for the position of an assistant in the arts must:



51.1. have fulfilled at least one of the following requirements over the past five years:

51.1.1. held a solo exhibition in a registered gallery or museum or created art projects corresponding to the scope of a solo exhibition, or held at least two unique concerts or created/arranged musical works, played a role or directed a play or event, participated in a joint art project on well-known Lithuanian stages, or created at least ten choreographic compositions or a choreographic performance;

51.1.2. published at least one scientific article in a periodical or one-off culture or professional journal

51.2. satisfy at least four of the requirements set out in Items 46(1)(2), 46(1)(5) and 46(2) of the Requirements.

52. Members of teaching staff holding the position of an assistant in the arts may be certified for a five-year period if, during it, their artistic activities met the requirements established in Items 51(1) to 51(2) of the Requirements and their pedagogical activities were evaluated as meeting the basic level of pedagogical competencies.

53. Recruiting competitions for the position of a **junior assistant in the arts** are open to people who have a licentiate of arts, a master degree or equivalent higher education and who assist in performing artistic activities.

54. Members of teaching staff holding the position of a junior assistant in the arts may be certified for a five-year period if, during it, their artistic activities met at least two requirements established in Items 46(1) to 46(2) of the Requirements.

55. Recruiting competitions for the position of a **senior lecturer in the arts** are open to people who hold a doctorate in the arts.

56. Persons holding the position of a senior lecturer in the arts may be certified for a five-year period if, during it, their pedagogical activities were evaluated as meeting the basic level of pedagogical competencies.

57. Recruiting competitions for the position of a **lecturer in the arts** are open to people who have a licentiate of arts, a master degree or equivalent higher education.

58. Persons holding the position of lecturer in the arts may be certified for a five-year period if, during it, their pedagogical activities were evaluated as meeting the basic level of pedagogical competencies.

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