

QUALIFICATION REQUIREMENTS FOR TEACHING AND RESEARCH STAFF POSITIONS

CHAPTER I GENERAL PROVISIONS

1. Candidates wishing to participate in a competition for a position, or members of the teaching and research staff (hereinafter the 'research staff') seeking certification for their current position, must meet the general and specific qualification requirements set out in these Qualification Requirements for Teaching and Research Staff Positions (hereinafter the 'Requirements').

2. The council of a core academic unit, taking into account the needs of the unit, has the right to set additional special competition requirements for candidates participating in the competition. Such requirements must be included in the call for competition.

3. The assessment of activities shall be conducted in accordance with the Requirements applicable to certification.

4. Intellectual property objects and other activities that do not indicate the author's affiliation with Vilnius University (hereinafter the 'University') shall not be credited to the persons who created or produced them during certification for the relevant position of teaching or research staff at the University, except for research results created in the course of research activities which, under the applicable legal acts, are attributed to the University without such affiliation being indicated.

5. The terms used in the Requirements:

5.1. **Author's sheet (a/s)** – 40,000 characters (including spaces) of text or 3,000 cm² of printed illustrations; where the scope of a text cannot be determined by the number of characters, one author's sheet shall be deemed equivalent to 14 pages.

5.2. **General qualification requirements** – requirements relating to competencies in the performance and organisation of research and experimental development (hereinafter 'R&D') activities, the dissemination and impact assessment of R&D results, expert evaluation of research, experimental development and innovation (hereinafter 'R&D&I'), and pedagogical competencies, applicable to all academic staff applying for (or holding) a specific teaching or research position.

5.3. **Fundable research project proposal** – a proposal submitted to a competitive research funding body that has passed the administrative eligibility check and has received a score no lower than the threshold score for each evaluation criterion (including the overall final score). If the funding body does not determine whether a proposal is fundable or does not establish a threshold score, a fundable research project proposal shall be understood as a proposal that has undergone expert evaluation.

5.4. **Institutional programme** – a focused programme (or thematic area) in R&D&I established either under national legislation (excluding competitive funding schemes) or by the internal regulations of an institution carrying out research, experimental development or innovation activities. Such a programme addresses specific priority issues, has defined objectives and tasks, and requires the collective efforts of researchers.

5.5. **Scientifically structured dataset** – a registered digital archive, digital database, or digital edition of textual, audio and/or audiovisual works assigned a DOI or another digital object identifier, created through the digitisation of existing archives, card indexes, or publications in traditional formats, as well as through the development of new digital datasets using specific criteria for material selection, classification methods, and metadata.

5.6. **Affiliation** – an author's affiliation with the University as stated in a research publication or a declaration of research work.

5.7. **Special qualification requirements** – requirements relating to competencies in the performance and organisation of R&D activities, the dissemination and impact assessment of R&D results, and expert evaluation of R&D&I, applicable to academic staff applying for or holding a specific teaching or research position, taking into account the principal field(s) of their research.

5.8. **International-level research article in the natural, technological, agricultural, medical, and health sciences** – a research article published in a peer-reviewed scientific journal with a Journal Impact Factor (JIF) in the Clarivate Analytics Journal Citation Reports (JCR) for journals included in the Science Citation Index Expanded (SCIE) and/or the Social Sciences Citation Index (SSCI) of the Web of Science Core Collection (WoS), the international standing of which is recognised by the Core Academic Unit Admissions and Attestation Commission of the University (hereinafter the 'Unit Commission').

5.9. **International-level research article (part of a publication) in the humanities** – a research article (part of a publication) of high scholarly quality, published in a peer-reviewed scholarly publication (periodical or one-off) in Lithuania or abroad, whose editorial board comprises researchers from different countries, which publishes research conducted by researchers from different countries, and/or whose compilers or editors are recognised representatives of the relevant field (discipline) of research. The publication must have a high reputation within the relevant research community and apply a rigorous peer-review process (publicly available guidelines for authors and reviewers). The quality of the research article (part of a publication) shall be assessed by the Unit Commission.

5.10. **International-level research article in the social sciences** – a research article published in a peer-reviewed publication indexed in Clarivate Analytics Web of Science, Scopus, or other international databases recognised by the Unit Commission as being of international standing.

5.11. **International research (research dissemination) project** – a project funded under international research programmes and initiatives, or a project funded by foreign competitive funding organisations, or a project funded by the Research Council of Lithuania under international cooperation programmes, or a project funded by the Research Council of Lithuania and other Lithuanian competitive funding organisations, which promotes international cooperation (through the participation of scholars and/or researchers from different countries, the organisation of joint scholarly events with foreign researchers, the preparation of joint international-level research publications published by internationally recognised academic publishers, or the implementation of equivalent activities based on international cooperation). Compliance with these requirements shall be assessed by the Unit Commission.

5.12. **International research event** – a research event (conference, symposium, seminar, etc.) organised by an international group of researchers (association, consortium, or similar), at which scholars and other researchers present their ideas and the latest research results. The final decision on whether an event qualifies as an international research event shall be taken by the Unit Commission.

5.13. **Internationally recognised academic publishing house (publisher)** – a publishing house (publisher) that regularly publishes research (cultural and professional) works by researchers from many countries and distributes them internationally, as well as periodical and continuing scholarly publications, and provides information online about the nature of its publishing activities and its international recognition. Compliance of a publishing house (publisher) with the requirements for an internationally recognised publishing house (publisher) shall be assessed by the Unit Commission.

CHAPTER II GENERAL QUALIFICATION REQUIREMENTS

6. Researchers who are leaders in their field(s) of research and/or study, have made significant scholarly contributions, possess the competencies characteristic of a leading researcher in

carrying out and organising R&D activities, disseminating R&D results and assessing their impact, conducting expert evaluation of R&D/R&D&I, and demonstrate pedagogical competencies above the sufficient level may participate in a competition for the position of **Professor** if they meet the following general qualification requirements:

6.1. have experience in preparing and implementing research, experimental development and/or innovation, and research dissemination projects;

6.1.1. lead (or have led) an international research project (as the project coordinator, the head of the institutional part of the project, or the leader of a project work package); or

6.1.2. lead (or have led) a national research project, an institutional programme, or an international study development project, and/or have submitted at least one fundable international research project proposal as the project coordinator, the head of the institutional part of the project, or the leader of a project work package;

6.2. have experience in supervising and/or training researchers: have supervised at least one doctoral student who has successfully defended a doctoral dissertation (as the supervisor or as the adviser to an external doctoral candidate), or actively participate (or have actively participated) in the training of young researchers (doctoral students, postdoctoral researchers) (supervise a doctoral student, have advised a doctoral student, have served as a member of a doctoral defence board, have reviewed the research project of an applicant for third-cycle studies, have taught third-cycle study subjects or modules, have served as a member of an examination board, have reviewed a doctoral dissertation manuscript, supervise (or have supervised) a postdoctoral researcher, or have engaged in other equivalent activities);

6.3. have delivered presentations at international research events during the past five years and/or have served on the scientific committees of international research events;

6.4. have experience in expert activities (participate or have participated in the evaluation of national or international R&D/R&D&I or research dissemination projects or programmes, have prepared and/or provided recommendations to the public and/or private sector, are or have been members (experts) of an expert institution, or have experience in other equivalent activities);

6.5. have experience in other academic and public activities (service on the governing or self-governing bodies, committees and commissions of institutions, organisation of academic activities, participation in public education and research dissemination activities, or other equivalent activities);

6.6. their pedagogical competencies, assessed in accordance with the criteria for assessing pedagogical competency levels approved by the Senate of the University (hereinafter the 'Pedagogical Competency Criteria'), correspond to a level above the sufficient level.

7. Researchers holding the position of **Professor** may be certified for a five-year period if, during that period, they meet the following general requirements:

7.1. have carried out at least three different activities referred to in Items 6.1–6.5;

7.2. their pedagogical competencies, assessed in accordance with the Pedagogical Competency Criteria, correspond to a level above the sufficient level.

8. Researchers who possess the competencies characteristic of a recognised researcher in carrying out and organising R&D activities, disseminating R&D results and assessing their impact, conducting expert evaluation of R&D&I, and demonstrate basic pedagogical competencies may participate in a competition for the position of **Associate Professor** if they meet the following general qualification requirements:

8.1. have experience in the preparation and/or implementation of R&D/R&D&I and research dissemination projects:

8.1.1. have participated in the implementation of an R&D/R&D&I, research dissemination or university study development project, or an institutional programme; or

8.1.2. have participated in the preparation of at least one submitted R&D/R&D&I project proposal as the project coordinator, the head of the institutional part of the project, or the leader of a project work package;

8.2. have experience in training first-stage researchers:

8.2.1. have participated in the doctoral process (have supervised a doctoral student, advised a doctoral student, served as a member of a doctoral defence board, reviewed the research project of an applicant for third-cycle studies, taught third-cycle study subjects or modules, served as a member of an examination board, or reviewed a doctoral dissertation manuscript); or

8.2.2. have supervised student research projects, supervised and/or participated in the activities of student research societies or equivalent activities;

8.3. have delivered presentations at international research events during the past five years and/or have served on the scientific or organising committees of international research events;

8.4. have experience in expert activities (participate or have participated in the evaluation of national or international R&D/R&D&I or research dissemination projects or programmes, have prepared and/or provided recommendations to the public and/or private sector, are or have been members (experts) of an expert institution, or have experience in other equivalent activities);

8.5. have experience in other academic and public activities (service on the governing or self-governing bodies, committees and commissions of institutions, organisation of academic activities, participation in public education and research dissemination activities, or other equivalent activities);

8.6. their pedagogical competencies, assessed in accordance with the Pedagogical Competency Criteria, correspond to a level not lower than the basic level.

9. Researchers holding the position of **Associate Professor** may be certified for a five-year period if, during that period, they:

9.1. have carried out at least three different activities referred to in Items 8.1–8.5;

9.2. their pedagogical competencies, assessed in accordance with the Pedagogical Competency Criteria, correspond to a level not lower than the basic level.

10. Researchers who possess the competencies characteristic of a recognised researcher in carrying out and organising R&D activities, disseminating R&D results and assessing their impact, conducting expert evaluation of R&D&I, and demonstrate basic pedagogical competencies may participate in a competition for the position of **Assistant Professor** if they meet the following general qualification requirements:

10.1. have participated in the preparation or implementation of R&D/R&D&I, research dissemination or study projects, institutional programmes and/or thematic areas;

10.2. have presented research results at international research events;

10.3. have experience in expert activities or peer review, or in the activities of professional associations (thematic networks or other similar organisations);

10.4. participate (or have participated) in other academic and public activities (service on the governing or self-governing bodies, committees and commissions of an institution, organisation of academic activities, participation in public education and research dissemination activities, or other equivalent activities);

10.5. their pedagogical competencies, assessed in accordance with the Pedagogical Competency Criteria, correspond to a level not lower than the basic level.

11. Researchers holding the position of **Assistant Professor** may be certified for a five-year period if, during that period, they meet the following general requirements:

11.1. have carried out at least two different activities referred to in Items 10.1–10.4;

11.2. their pedagogical competencies, assessed in accordance with the Pedagogical Competency Criteria, correspond to a level not lower than the basic level.

12. Researchers holding a Master's degree or an equivalent qualification who possess the competencies characteristic of a first-stage researcher in carrying out and organising R&D activities, disseminating R&D results and assessing their impact, and whose pedagogical competencies, assessed in accordance with the Pedagogical Competency Criteria, correspond to a level not lower than the basic level, may hold the position of **Teaching Assistant**.

13. Persons holding a doctoral degree may participate in a competition for the position of **Senior Lecturer**. Where candidates have previously held a teaching position, they shall demonstrate

basic pedagogical competencies which, assessed in accordance with the Pedagogical Competency Criteria, correspond to a level not lower than the basic level.

14. Persons holding the position of **Senior Lecturer**:

14.1. may receive a positive performance evaluation if they have completed a training programme designed to provide the fundamentals of teaching at the University (applicable only to persons holding a teaching position for the first time), and their teaching performance has been assessed as meeting the Pedagogical Competency Criteria at a level not lower than the basic level;

14.2. may be certified for a five-year period if their pedagogical competencies, assessed in accordance with the Pedagogical Competency Criteria, correspond to a level not lower than the basic level.

15. Persons holding a Master's degree or an equivalent qualification may participate in a competition for the position of **Lecturer**.

16. Persons holding the position of **Lecturer**:

16.1. may receive a positive performance evaluation if they have completed a training programme designed to provide the fundamentals of teaching at the University, and their teaching performance has been assessed as meeting the Pedagogical Competency Criteria at a level not lower than the basic level;

16.2. may be certified for a five-year period if their pedagogical competencies, assessed in accordance with the Pedagogical Competency Criteria, correspond to a level not lower than the basic level.

17. Researchers who are leaders in their field(s) of research, have made significant scholarly contributions, possess the competencies characteristic of a leading researcher in carrying out and organising R&D activities, disseminating R&D results and assessing their impact, conducting expert evaluation of R&D&I may participate in a competition for the position of **Research Professor** if they meet the following general qualification requirements:

17.1. have experience in preparing and implementing research, experimental development and/or innovation, and research dissemination projects;

17.1.1. lead (or have led) an international research project (as the project coordinator, the head of the institutional part of the project, or the leader of a project work package); or

17.1.2. lead (or have led) a national research project or an institutional programme, and/or have submitted at least one fundable international research project proposal as the project coordinator, the head of the institutional part of the project, or the leader of a project work package;

17.2. have experience in supervising and/or training researchers: have supervised at least one doctoral student who has successfully defended a doctoral dissertation (as the supervisor or as the adviser to an external doctoral candidate), or actively participate (or have actively participated) in the training of young researchers (doctoral students, postdoctoral researchers) (supervise a doctoral student, have advised a doctoral student, have served as a member of a doctoral defence board, have reviewed the research project of an applicant for third-cycle studies, have taught third-cycle study subjects or modules, have served as a member of an examination board, have reviewed a doctoral dissertation manuscript, supervise (or have supervised) a postdoctoral researcher, or have engaged in other equivalent activities);

17.3. have delivered presentations at international research events during the past five years and/or have served on the scientific committees of international research events;

17.4. have experience in expert activities (participate or have participated in the evaluation of national or international R&D/R&D&I or research dissemination projects or programmes, have prepared and/or provided recommendations to the public and/or private sector, are or have been members (experts) of an expert institution, or have experience in other equivalent activities);

17.5. have experience in other academic and public activities (service on the governing or self-governing bodies, committees and commissions of institutions, organisation of academic activities, participation in public education and research dissemination activities, or other equivalent activities).

18. Researchers holding the position of **Research Professor** may be certified for a five-year period if, during that period, they have carried out at least four different activities referred to in Items 17.1–17.5.

19. Researchers who possess the competencies characteristic of a recognised researcher in carrying out and organising R&D activities, disseminating R&D results and assessing their impact, and conducting expert evaluation of R&D&I may participate in a competition for the position of **Senior Researcher** if they meet the following general qualification requirements:

19.1. have experience in the preparation and/or implementation of R&D/R&D&I and research dissemination projects:

19.1.1. have participated in the implementation of an R&D/R&D&I, research dissemination project, or an institutional programme; or

19.1.2. have participated in the preparation of at least one submitted R&D/R&D&I project proposal as the project coordinator, the head of the institutional part of the project, or the leader of a project work package;

19.2. have experience in training first-stage researchers:

19.2.1. have participated in the doctoral process (have supervised a doctoral student, advised a doctoral student, served as a member of a doctoral defence board, reviewed the research project of an applicant for third-cycle studies, taught third-cycle study subjects or modules, served as a member of an examination board, or reviewed a doctoral dissertation manuscript); or

19.2.2. have supervised student research projects, supervised and/or participated in the activities of student research societies or equivalent activities;

19.3. have delivered presentations at international research events during the past five years and/or have served on the scientific or organising committees of international research events;

19.4. have experience in expert activities (participate or have participated in the evaluation of national or international R&D/R&D&I or research dissemination projects or programmes, have prepared and/or provided recommendations to the public and/or private sector, are or have been members (experts) of an expert institution, or have experience in other equivalent activities);

19.5. have experience in other academic and public activities (service on the governing or self-governing bodies, committees and commissions of institutions, organisation of academic activities, participation in public education and research dissemination activities, or other equivalent activities).

20. Researchers holding the position of **Senior Researcher** may be certified for a five-year period if, during that period, they have carried out at least four different activities referred to in Items 19.1–19.5.

21. Researchers who possess the competencies characteristic of a recognised researcher in carrying out and organising R&D activities, disseminating R&D results and assessing their impact, and conducting expert evaluation of R&D&I may participate in a competition for the position of **Research Fellow** if they meet the following general qualification requirements:

21.1. have participated in the preparation or implementation of R&D/R&D&I, research dissemination projects, institutional programmes and/or thematic areas;

21.2. have presented research results at international research events;

21.3. have experience in expert activities or peer review, or in the activities of professional associations (thematic networks or other similar organisations);

21.4. participate (or have participated) in other academic and public activities (service on the governing or self-governing bodies, committees and commissions of an institution, organisation of academic activities, participation in public education and research dissemination activities, or other equivalent activities).

22. Researchers holding the position of **Research Fellow** may be certified for a five-year period if, during that period, they have carried out at least four different activities referred to in Items 21.1–21.4.

23. Researchers holding a Master's degree or an equivalent qualification who possess the competencies characteristic of a first-stage researcher in carrying out and organising R&D activities, disseminating R&D results and assessing their impact may hold the position of **Research Assistant**.

24. Researchers holding the position of **Research Assistant** may be certified for a five-year period if, during that period, they have published at least two research articles in peer-reviewed scholarly publications.

CHAPTER III SPECIAL QUALIFICATION REQUIREMENTS FOR THE HUMANITIES

25. Researchers may participate in a competition for the position of **Professor** if, following the award of their doctoral degree, they have published the results of their research:

25.1. in no fewer than eight international-level research articles, of which at least three have been published in peer-reviewed foreign scholarly publications; or

25.2. in a sole-author research monograph not based on the doctoral dissertation and in no fewer than four international-level research articles, of which at least one has been published in a foreign scholarly publication; or

25.3. in a sole-author research monograph not based on the doctoral dissertation and published by an internationally recognised academic publishing house (publisher), and in no fewer than two international-level research articles.

26. Researchers holding the position of **Professor** may be certified for a five-year period if, during that period, they have published the results of their research:

26.1. in no fewer than three international-level research articles, of which at least two have been published in foreign scholarly publications; or

26.2. in a sole-author research monograph not based on the doctoral dissertation.

27. Researchers may participate in a competition for the position of **Associate Professor** if, following the award of their doctoral degree, they have published the results of their research:

27.1. in no fewer than five international-level research articles, of which at least two have been published in peer-reviewed foreign scholarly publications; or

27.2. in a sole-author research monograph not based on the doctoral dissertation and in no fewer than one international-level research article; or

27.3. in a sole-author research monograph not based on the doctoral dissertation and published by an internationally recognised academic publishing house (publisher).

28. Researchers holding the position of **Associate Professor** may be certified for a five-year period if, during that period, they have published the results of their research:

28.1. in no fewer than two international-level research articles, of which at least one has been published in a foreign scholarly publication; or

28.2. in a sole-author research monograph not based on the doctoral dissertation.

29. Researchers may participate in a competition for the position of **Assistant Professor** if they have published the results of their research in no fewer than two research articles published in peer-reviewed scholarly publications.

30. Researchers holding the position of **Assistant Professor** may be certified for a five-year period if, during that period, they have published at least:

30.1. one international-level research article in a foreign scholarly publication; or

30.2. two research articles in peer-reviewed scholarly publications.

31. Researchers may participate in a competition for the position of **Research Professor** if, following the award of their doctoral degree, they have published the results of their research:

31.1. in no fewer than 15 international-level research articles, of which at least five have been published in peer-reviewed foreign scholarly publications; or

31.2. in a sole-author research monograph not based on the doctoral dissertation and in no fewer than 11 international-level research articles, of which at least three have been published in peer-reviewed foreign scholarly publications; or

31.3. in a sole-author research monograph not based on the doctoral dissertation and published by an internationally recognised academic publishing house (publisher), and in no fewer than nine international-level research articles, of which at least two have been published in peer-reviewed foreign scholarly publications.

32. Researchers holding the position of **Research Professor** may be certified for a five-year period if, during that period, they have published the results of their research:

32.1. in no fewer than eight international-level research articles, of which at least three have been published in foreign scholarly publications; or

32.2. in a sole-author research monograph not based on the doctoral dissertation and four international-level research articles; or

32.3. in a sole-author research monograph not based on the doctoral dissertation and published by an internationally recognised academic publishing house (publisher), and in no fewer than two international-level research articles.

33. Researchers may participate in a competition for the position of **Senior Researcher** if, following the award of their doctoral degree, they have published the results of their research:

33.1. in no fewer than eight international-level research articles, of which at least three have been published in peer-reviewed foreign scholarly publications; or

33.2. in a sole-author research monograph not based on the doctoral dissertation and in no fewer than four international-level research articles, of which at least one has been published in a foreign scholarly publication; or

33.3. in a sole-author research monograph not based on the doctoral dissertation and published by an internationally recognised academic publishing house (publisher), and in no fewer than two international-level research articles.

34. Researchers holding the position of **Senior Researcher** may be certified for a five-year period if, during that period, they have published the results of their research:

34.1. in no fewer than five international-level research articles, of which at least two have been published in foreign scholarly publications; or

34.2. in a sole-author research monograph not based on the doctoral dissertation and in no fewer than one international-level research article; or

34.3. in a sole-author research monograph not based on the doctoral dissertation and published by an internationally recognised academic publishing house (publisher).

35. Researchers may participate in a competition for the position of **Research Fellow** if they have published the results of their research in two research articles published in peer-reviewed scholarly publications.

36. Researchers holding the position of **Research Fellow** may be certified for a five-year period if, during that period, they have published no fewer than three international-level research articles, of which at least one has been published in a foreign scholarly publication.

37. When assessing candidates for positions, conducting performance evaluations and certification of teaching and research staff, equivalent works may be recognised. The Unit Commission shall assess whether the work(s) meet the qualification requirements for the relevant position applicable to competitions for positions or to the performance evaluation and certification of teaching and research staff. The same work(s) may be recognised as equivalent only once. The following equivalencies may be applied:

37.1. the coordination of an international research (research dissemination) project funded under European Union programmes and initiatives (e.g., funding instruments of the Horizon Europe Programme or equivalent schemes) shall be considered equivalent to **four international-level research articles** (for the purposes of performance evaluation and certification – **four international-level research articles published in foreign scholarly publications**);

37.2. the following activities shall be considered equivalent to **two international-level research articles** (for the purposes of performance evaluation and certification – **two international-level research articles published in foreign scholarly publications**):

37.2.1. leading a work package or the institutional part of an international research (research dissemination) project funded under European Union programmes and initiatives (e.g., funding instruments of the Horizon Europe Programme or equivalent schemes);

37.2.2. leading a project funded by the Research Council of Lithuania under international cooperation programmes;

37.2.3. leading a project funded by foreign competitive funding organisations;

37.2.4. leading a project funded by the Research Council of Lithuania or other Lithuanian competitive funding organisations that promotes international cooperation (through the participation of researchers and/or scholars from different countries, the organisation of joint research events with foreign researchers, the preparation of joint international-level research publications published by internationally recognised academic publishing houses (publishers), or the implementation of equivalent activities based on international cooperation);

37.3. the following works shall be considered equivalent to **one international-level research article published in a foreign scholarly publication** (applicable to performance evaluation and certification):

37.3.1. two author's sheets of research monographs, studies (or parts thereof) published by an internationally recognised academic publishing house (publisher);

37.3.2. four author's sheets of an applied research publication (scholarly source edition, scholarly translation edition, scholarly catalogue, scholarly dictionary, scholarly reference work, encyclopaedia, (bio)bibliography) published by an internationally recognised academic publishing house (publisher);

37.3.3. three reviews of scholarly works or research dissemination publications published in foreign scholarly publications;

37.3.4. a scientifically structured dataset (text corpus, dictionary, database), the entirety of which, or its metadata, is publicly available in a repository certified by international certifications and/or recognised by the international research community as a multidisciplinary, thematic, or institutional repository;

37.4. the following works shall be considered equivalent to **one international-level research article** (applicable to competitions for positions, performance evaluation, and certification):

37.4.1. two author's sheets of research monographs, studies (or parts thereof);

37.4.2. four author's sheets of an applied research publication (scholarly source edition, scholarly translation edition, scholarly catalogue, scholarly dictionary, scholarly reference work, encyclopaedia, (bio)bibliography);

37.4.3. three reviews of scholarly works or research dissemination publications published in scholarly publications;

37.4.4. a scientifically structured dataset (text corpus, dictionary, database), the entirety of which, or its metadata, is publicly available;

37.4.5. compiling and publishing a scholarly publication (edited volume, journal special issue) containing international-level research articles (book chapters);

37.4.6. leading a national research (research dissemination) project;

37.4.7. leading or carrying out externally funded commissioned research or R&D services with a total value of €25,000.

38. A researcher applying for the position of Professor shall, even after the application of equivalencies, have at least two international-level research articles; a researcher applying for the position of Research Professor shall have at least four international-level research articles; a researcher applying for the position of Senior Researcher shall have at least two international-level research articles; and a researcher applying for the position of Associate Professor shall have at least one international-level research article. For the purposes of performance evaluation and certification, Professors, Research Professors, and Senior Researchers shall, even after the application of equivalencies, have at least one international-level research article published in a foreign scholarly publication; the requirement to have an international-level research article published in a foreign

scholarly publication shall not apply where the researcher has published a research monograph issued by an internationally recognised academic publishing house (publisher).

CHAPTER IV SPECIAL QUALIFICATION REQUIREMENTS FOR THE SOCIAL SCIENCES

39. Researchers may participate in a competition for the position of **Professor** if, following the award of their doctoral degree, they have published the results of their research in no fewer than 10 research articles in peer-reviewed scholarly publications, of which at least five must be international-level research articles, and at least three of those international-level research articles must be published in foreign international-level publications.

40. Researchers holding the position of **Professor** may be certified for a five-year period if, during that period, they have published no fewer than three research articles in peer-reviewed publications, of which at least two must be published in foreign international-level publications.

41. Researchers may participate in a competition for the position of **Associate Professor** if, following the award of their doctoral degree, they have published the results of their research in no fewer than six research articles in peer-reviewed scholarly publications, of which at least four must be international-level research articles, and at least two of those international-level research articles must be published in foreign international-level publications.

42. Researchers holding the position of **Associate Professor** may be certified for a five-year period if, during that period, they have published no fewer than two research articles in peer-reviewed publications, of which at least one must be published in a foreign international-level publication.

43. Researchers may participate in a competition for the position of **Assistant Professor** if they have published the results of their research in at least one research publication in a peer-reviewed scholarly publication.

44. Researchers holding the position of **Assistant Professor** may be certified for a five-year period if, during that period, they have published at least:

- 44.1. one research article in an international-level peer-reviewed publication; or
- 44.2. two research articles in peer-reviewed scholarly publications.

45. Researchers may participate in a competition for the position of **Research Professor** if, following the award of their doctoral degree, they have published the results of their research in no fewer than 16 research articles in peer-reviewed scholarly publications, of which at least 10 must be international-level research articles, and at least four of those international-level research articles must be published in foreign international-level publications.

46. Researchers holding the position of **Research Professor** may be certified for a five-year period if, during that period, they have published no fewer than eight research articles in peer-reviewed publications, of which at least three must be published in foreign international-level publications.

47. Researchers may participate in a competition for the position of **Senior Researcher** if, following the award of their doctoral degree, they have published the results of their research in no fewer than 10 research articles in peer-reviewed scholarly publications, of which at least eight must be international-level research articles, and at least three of those international-level research articles must be published in foreign international-level publications.

48. Researchers holding the position of **Senior Researcher** may be certified for a five-year period if, during that period, they have published no fewer than five research articles in peer-reviewed scholarly publications, of which at least two must be published in foreign international-level publications.

49. Researchers may participate in a competition for the position of **Research Fellow** if they have published the results of their research in no fewer than four research articles in peer-reviewed scholarly publications, of which at least two must be international-level research articles.

50. Researchers holding the position of **Research Fellow** may be certified for a five-year period if, during that period, they have published no fewer than three research articles in peer-reviewed scholarly publications, of which at least two must be published in an international-level scholarly publication, and at least one of those articles must be published in a foreign international-level publication.

51. When assessing candidates for positions, conducting performance evaluations and certification of teaching and research staff, equivalent works may be recognised. The Unit Commission shall assess whether the work(s) meet the qualification requirements for the relevant position applicable to competitions for positions or to the performance evaluation and certification of teaching and research staff. The same work(s) may be recognised as equivalent only once. The following equivalencies may be applied:

51.1. the coordination of an international research project funded under European Union programmes and initiatives (e.g., funding instruments of the Horizon Europe Programme or equivalent schemes) shall be considered equivalent to **four research articles published in international-level publications**;

51.2. the following works shall be considered equivalent to **two research articles published in international-level publications**:

51.2.1. leading a work package or the institutional part of an international research project funded under European Union programmes and initiatives (e.g., funding instruments of the Horizon Europe Programme or equivalent schemes), or coordinating an international research dissemination project;

51.2.2. an international-level research article published in a first-quartile (Q1) journal indexed in Clarivate Analytics Web of Science or Elsevier Scopus;

51.3. the following works shall be considered equivalent to **one research article published in an international-level publication**:

51.3.1. two author's sheets of research monographs, studies (or parts thereof) published by an internationally recognised academic publishing house (publisher);

51.3.2. four author's sheets of an applied research publication (scholarly source edition, scholarly translation edition, scholarly catalogue, scholarly dictionary, scholarly reference work, encyclopaedia, (bio)bibliography) published by an internationally recognised academic publishing house (publisher);

51.3.3. three reviews of scholarly works and/or research dissemination publications published in foreign scholarly publications;

51.3.4. leading or carrying out externally funded commissioned research or R&D services with a total value of €25,000;

51.4. a legal commentary shall be considered equivalent to **two research articles published in peer-reviewed scholarly publications**;

51.5. the following works shall be considered equivalent to **one research article published in a peer-reviewed scholarly publication**:

51.6. two author's sheets of research monographs, studies (or parts thereof) published by national and other publishing houses;

51.7. a scientifically structured dataset, the entirety of which, or its metadata, is publicly available;

51.8. a compiled peer-reviewed scholarly publication;

51.9. a compiled peer-reviewed publication of an international- or national-level research event;

51.10. an applied research publication;

51.11. three reviews of scholarly works or research dissemination publications published in scholarly publications;

51.12. the coordination of a national R&D&I project.

52. A researcher applying for the position of Professor, Research Professor, or Senior Researcher shall, even after the application of equivalencies, have at least two research articles

published in international-level publications; a researcher applying for the position of Associate Professor shall, even after the application of equivalencies, have at least one research article published in an international-level publication. For the purposes of certification for a five-year period, Professors, Research Professors, and Senior Researchers shall, even after the application of equivalencies, have at least one research article published in an international-level scholarly publication; the requirement to have a research article published in a foreign scholarly publication may be waived if the person being certified has published a monograph with an international academic publishing house.

CHAPTER V

SPECIAL QUALIFICATION REQUIREMENTS FOR THE NATURAL, AGRICULTURAL, MEDICAL AND HEALTH, AND TECHNOLOGICAL SCIENCES

53. Researchers may participate in a competition for the position of **Professor** if, following the award of their doctoral degree, they have published the results of their research:

53.1. in no fewer than eight international-level research articles published in peer-reviewed scholarly journals with a Journal Impact Factor (JIF) in the Clarivate Analytics Journal Citation Reports (JCR) for journals included in the Science Citation Index Expanded (SCIE) and/or the Social Sciences Citation Index (SSCI) (hereinafter CA WoS); or

53.2. in international-level research articles in CA WoS in which the candidate's cumulative personal contribution is not less than 4. The cumulative contribution shall be calculated by summing the candidate's contributions to each submitted publication, calculated according to the formula $1/n$, where n is the total number of authors of the publication.

54. Researchers holding the position of **Professor** may be certified for a five-year period if, during that period, they have published the results of their research:

54.1. in no fewer than three international-level research articles in CA WoS; or

54.2. in international-level research articles in CA WoS in which the candidate's cumulative personal contribution is not less than 1.5.

55. Researchers may participate in a competition for the position of **Associate Professor** if, following the award of their doctoral degree, they have published the results of their research:

55.1. in no fewer than five international-level research articles in CA WoS; or

55.2. in international-level research articles in CA WoS in which the candidate's cumulative personal contribution is not less than 2.5.

56. Researchers holding the position of **Associate Professor** may be certified for a five-year period if, during that period, they have published the results of their research:

56.1.1. in no fewer than two international-level research articles in CA WoS; or

56.1.2. in international-level research articles in CA WoS in which the candidate's cumulative personal contribution is not less than 1.

57. Researchers may participate in a competition for the position of **Assistant Professor** if they have published the results of their research in at least one research article in CA WoS.

58. Researchers holding the position of **Assistant Professor** may be certified for a five-year period if, during that period, they have published at least:

58.1. one research article in CA WoS; or

58.2. two peer-reviewed research articles.

59. Researchers may participate in a competition for the position of **Research Professor** if, following the award of their doctoral degree, they have published the results of their research:

59.1.1. in no fewer than 15 international-level research articles in CA WoS; or

59.1.2. in international-level research articles in CA WoS in which the candidate's cumulative personal contribution is not less than 7.5.

59.2. Researchers holding the position of **Research Professor** may be certified for a five-year period if, during that period, they have published the results of their research:

59.3. in no fewer than eight international-level research articles in CA WoS; or

59.4. in international-level research articles in CA WoS in which the candidate's cumulative personal contribution is not less than 4.

60. Researchers may participate in a competition for the position of **Senior Researcher** if, following the award of their doctoral degree, they have published the results of their research:

60.1.1. in no fewer than eight international-level research articles in CA WoS; or

60.1.2. in international-level research articles in CA WoS in which the candidate's cumulative personal contribution is not less than 4.

61. Researchers holding the position of **Senior Researcher** may be certified for a five-year period if, during that period, they have published the results of their research:

61.1.1. in no fewer than five international-level research articles in CA WoS; or

61.1.2. in international-level research articles in CA WoS in which the candidate's cumulative personal contribution is not less than 2.5.

62. Researchers may participate in a competition for the position of **Research Fellow** if they have published the results of their research:

62.1. in no fewer than two international-level research articles in CA WoS; or

62.2. in international-level research articles in CA WoS in which the candidate's cumulative personal contribution is not less than 1.

63. Researchers holding the position of **Research Fellow** may be certified for a five-year period if, during that period, they have published no fewer than three international-level research articles in CA WoS.

64. When assessing candidates for positions, conducting performance evaluations and certification of teaching and research staff, equivalent works may be recognised. The Unit Commission shall assess whether the work(s) meet the qualification requirements for the relevant position applicable to competitions for positions or to the performance evaluation and certification of teaching and research staff. The same work(s) may be recognised as equivalent only once. The following equivalencies may be applied:

64.1. the coordination of an international research project funded under European Union programmes and initiatives (e.g., funding instruments of the Horizon Europe Programme or equivalent schemes) shall be considered equivalent to **four research articles in CA WoS**;

64.2. the following works shall be considered equivalent to **two research articles in CA WoS**:

64.2.1. leading a work package or the institutional part of an international research project funded under European Union programmes and initiatives (e.g., funding instruments of the Horizon Europe Programme or equivalent schemes), or coordinating an international research dissemination project;

64.2.2. a research monograph (eight author's sheets) or a part thereof of no fewer than four author's sheets, published by an international academic publishing house;

64.2.3. a patent granted by the European Patent Office, the United States Patent and Trademark Office, or the Japan Patent Office;

64.2.4. a research article published in a first-decile (D1) CA WoS publication;

64.3. the following works shall be considered equivalent to **one research article in CA WoS**:

64.3.1. a result of experimental (technological) development (a developed and implemented technology, prototype, product or algorithm);

64.3.2. a scientifically structured dataset, the entirety of which, or its metadata, is publicly available;

64.3.3. leading or carrying out externally funded commissioned research or R&D services with a total value of €50,000;

64.3.4. taking into account the specific nature of the field (branch) of research, two peer-reviewed articles in proceedings of international-level conferences indexed in CA WoS;

64.3.5. a chapter of a research monograph published by an international academic publishing house (less than four author's sheets).

65. For research articles with more than 100 co-authors, a coefficient not exceeding 0.1 shall be applied; for research articles with more than 1,000 co-authors, a coefficient not exceeding 0.02 shall be applied, except where the person participating in the competition and/or undergoing certification is the principal author. By decision of the Unit Commission, lower coefficients may be established.

66. A researcher applying for the position of Professor, Research Professor, or Senior Researcher shall, even after the application of equivalencies, have at least three research articles in CA WoS; a researcher applying for the position of Associate Professor shall, even after the application of equivalencies, have at least one research article in CA WoS. For the purposes of certification for a five-year period, researchers holding the position of Professor, Research Professor, or Senior Researcher shall, even after the application of equivalencies, have at least two research articles in CA WoS; researchers holding the position of Associate Professor shall have at least one research article in CA WoS.
