

Approved by
Resolution of
Nature Research Centre
Scientific Council Meeting
Minutes No. GTC-MT-13, 21 December 2011
with Amendments:
No. GTC-MT-15, 9 March 2012
No. GTC-MT-16, 21 November 2012
No. GTC-MT-23, 18 March 2014.
No. GTC-MT-26, 17 December 2014
No. GTC-MT-2/5, 14 December 2016
No. GTC-MT-2/11, 15 November 2018
No. GTC-MT-3/10, 26 May 2021

Schedule of Qualification Requirements
for Research Positions
at State Scientific Research Institute Nature Research Centre

GENERAL PROVISIONS

1. The qualification requirements for research positions at the State Scientific Research Institute Nature Research Centre have been defined in accordance with the Resolution of the Research Council of Lithuania No. VII-71 of 16 May 2011 “On the Approval of the Schedule of Minimum Qualification Requirements for Research Positions at State Science and Studies Institutions” and the Resolution No. VII-100 of 30 January 2012 “On the Specification of the Resolution No. VII-71 of 16 May 2011 “On the Approval of the Schedule of Minimum Qualification Requirements for Research Positions at State Science and Studies Institutions”, as well as the Order of the Chairman of the Research Council of Lithuania No V-340 of 28 June 2018 “On the Approval of the Schedule of Minimum Qualification Requirements for Research Positions at State Science and Studies Institutions” and the Order of the Chairman of the Research Council of Lithuania No V-61 of 29 January 2021 “On the Approval of the Schedule of Minimum Qualification Requirements for Research Positions at State Science and Studies Institutions”.
2. The Schedule of Qualification Requirements for Research Positions at the State Scientific Research Institute Nature Research Centre (hereinafter referred to as the “Centre”) regulates the requirements for open-competitive applicants for scientific research positions at the Centre and for the researchers undergoing performance appraisal.
3. The main notions and abbreviations used in the Schedule:
Scientific article of international level in the areas of natural, technological, medicine and health, and agricultural sciences means an article published in a scientific journal which at the time of publishing was in the first, second or third quartile (**Q1–Q3**) of a particular category of journals at the *Clarivate Analytics Web*

of Science (hereinafter, the "WoS") database, or an article published in a fourth quartile (Q4) scientific journal or in scientific conference proceedings without an impact factor but having at least 3 citations at WoS database (self-citation excluded);

Internationally recognised scientific publishing house (publisher) means a publishing house (publisher) that continuously publishes and globally disseminates the scientific (cultural, professional) works of scientists from many countries, as well as periodical and serial scientific publications and provides online information on the publisher's profile and international ranking;

SR&ED means scientific research and experimental development;

SRED&I means scientific research, experimental development and innovations.

QUALIFICATION REQUIREMENTS

4. In an open competition for or in the performance appraisal of a research position at the Centre, an applicant's contribution to the relevant field of scientific research shall be assessed according to the following principal criteria:

- 4.1. Publishing of scientific articles of international level.
- 4.2. Publishing of scientific monographs, guides (*original scientific guides for identification of flora, fauna and habitats*) and atlases compiled from original cartographic works by internationally recognized scientific publishers and other scientific publishers of Lithuania and foreign countries;
- 4.3. Publishing of original thematic cartographic works by internationally recognized scientific publishers, other publishers of Lithuania and foreign countries; publishing of scientific articles in serial or other non-periodical publications abstracted and indexed in various databases, including those in electronic format;
- 4.4. Inventive activity – patents registered with the European Patent Office (EPO), US Patent and Trademark Office (USPTO) or Japan Patent Office;
- 4.5. Discovery of organism species new to science that have undergone international expertise, development of new plant and animal breeds, microorganism and cell strains, their registration with international registries;
- 4.6. Implementation of SR&ED and SRED&I projects and obtained financial support for their implementation;
- 4.7. Contribution to the training of doctors of science (acting as scientific supervisors of doctoral students and postdoctoral fellows);
- 4.8. Contribution to science popularization and other activities significant for the economic, cultural and social development of the country.

5. The following qualification requirements shall apply to applicants for research positions:

5.1. To be eligible for the **Chief Researcher** position, an applicant must be a scientist and meet the following eligibility requirements:

5.1.1. since the award of the doctoral degree, an applicant is required to have published no fewer than 15 scientific articles of international level (5 of which during the last five-year period, including no fewer than 4 in journals ranked Q1 and/or Q2, and if for the last

five years the applicant has been working at NRC, such articles must have affiliation with NRC);

5.1.2. supervised at least one successful doctoral thesis preparation or successful completion of postdoctoral fellowship and supervised a doctoral student or a postdoctoral fellow during the last five-year period;

5.1.3 fulfilled at least one of the following requirements: leadership of a national or international SR&ED or SRED&I project or a scientific research programme pursued by the institution during the last five-year period;

5.1.4. published no fewer than 5 papers in other peer-reviewed journals or popular science articles (in the press, mass media, on the internet, etc.), some of which during the last five-year period.

5.2. To be eligible for the **Senior Researcher** position, an applicant must be a scientist and meet the following eligibility requirements:

5.2.1. since the award of the doctoral degree, an applicant is required to have published no fewer than 7 scientific articles of international level (3 of which during the last five-year period, including no fewer than 2 in journals ranked Q1 and/or Q2, and if for the last five years the applicant has been working at NRC, such articles must have affiliation with NRC);

5.2.2. fulfilled of at least one of the following requirements: participation in a national or international SR&ED or SRED&I project or supervision of a doctoral student or postdoctoral fellow during the last five-year period;

5.2.3. published no fewer than 3 scientific articles in other peer-reviewed journals or popular science articles (in the press, mass media, on the internet etc.), some of which during the last five-year period;

5.3. To be eligible for the **Researcher** position, an applicant must be a scientist and meet the following requirements:

5.3.1. published no fewer than 3 scientific articles of international level (2 of which during the last five-year period, including 1 in a journal ranked Q1 and/or Q2, and if for the last five years the applicant has been working at NRC, such articles must have affiliation with NRC);

5.3.2. published of no fewer than 1 article in other peer-reviewed scientific journals or a popular science article (in the press, mass media, on the internet, etc.);

5.3.3. fulfilled of at least one of the following requirements: participation in a national or international SR&ED or SRED&I project;

5.4. To be eligible for the **Junior Researcher** position, an applicant is required to have not lower than Master's degree or an equivalent higher education qualification. A Junior Researcher is required to pursue or assist in pursuing scientific research and/or experimental development work and to have published a scientific article in a peer-reviewed scientific journal or a popular science article (in the press, mass media, on the internet, etc.).

6. The following qualification requirements shall apply to persons undergoing performance appraisal for research positions:

6.1. To be eligible for performance appraisal for the **Chief Researcher** position, the incumbent position holder is required to have fulfilled the following requirements during the performance appraisal period (5 years):

- 6.1.1. published no fewer than 5 scientific articles of international level with NRC affiliation, including no fewer than 4 in Q1 or Q2 ranked journals;
- 6.1.2. supervised (is supervising) a doctoral student;
- 6.1.3. fulfilled at least one of the following requirements: leadership of a national or international SR&ED or SRED&I project;
- 6.1.4. published no fewer than 5 papers in other peer-reviewed scientific journals or popular science articles (in the press, mass media, on the internet, etc.).
- 6.2. To be eligible for performance appraisal for the **Senior Researcher** position, the incumbent position holder is required to have fulfilled the following requirements during the performance appraisal period (5 years):
 - 6.2.1. published no fewer than 3 scientific articles of international level with NRC affiliation, including no fewer than 2 articles in Q1 or Q2 ranked journals;
 - 6.2.2. fulfilled at least one of the following requirements: participation in a national or international SR&ED or SRED&I project or supervised (is supervising) a doctoral student or postdoctoral fellow;
 - 6.2.3. published no fewer than 3 scientific papers in other peer-reviewed journals or popular science articles (in the press, mass media, on the internet, etc.).
- 6.3. To be eligible for performance appraisal for the **Researcher** position, the incumbent position holder is required to have fulfilled the following requirements during the performance appraisal period (5 years):
 - 6.3.1. published no fewer than 2 scientific articles of international level with NRC affiliation, one of which in a journal ranked Q1 and/or Q2;
 - 6.3.2. published no less than one paper in other peer-reviewed scientific journals or a popular science article (in the press, mass media, on the internet, etc.);
 - 6.3.3. fulfilled at least one of the following requirements: participation in a national or international SR&ED or SRED&I project;
- 6.4. A person who has not lower than Master's degree or an equivalent higher education qualification shall be eligible for the **Junior Researcher** position. During the term of service, the Junior Researcher is required to publish one scientific article of international level with NRC affiliation, pursue or assist in pursuing scientific research and/or experimental development work and publish 2 publications in peer-reviewed scientific journals and/or popular science articles (in the press, mass media, on the internet, etc.).

EQUIVALENTS OF APPLICANTS' SCIENTIFIC CONTRIBUTION

7. Scientific contributions shall be equated to scientific articles of international level (including those ranked Q1 and Q2) under the following procedures:

- 7.1. A patent registered with the European Patent Office (EPO), US Patent and Trademark Office (USPTO) or Japan Patent Office shall be equivalent to 3 scientific articles of international level;
- 7.2. A new plant or animal strain, a microorganism stem, a cell line registered with international (EU, USA, Japan or other developed countries) registries shall be equivalent to one scientific article of international level;
- 7.3. A scientific monograph, a guide (key) or an atlas compiled from original cartographic works (if the author's contribution constitutes at least 4 author's sheets) published by internationally recognized scientific publishers shall be equivalent to 3

scientific articles of international level; a chapter or part of a monograph shall be equivalent to one scientific article of international level. A scientific monograph, a guide (key) or an atlas compiled from original cartographic works (if the author's contribution constitutes at least 4 author's sheets) published by other Lithuanian or foreign publishers shall be equivalent to one scientific article of international level;

7.4. An original thematic cartographic work published by internationally recognized publishers shall be equivalent to one scientific article of international level;

7.5. Supervision of one successfully defended doctoral thesis shall be equivalent to one scientific article of international level;

7.6. Chief Researcher's, Senior Researcher's, and Researcher's leadership of SR&ED or SRED&I projects of the value exceeding EUR 80,000, EUR 30,000, and EUR 10,000, respectively, shall be equivalent to one scientific article of international level; Chief Researcher's, Senior Researcher's, and Researcher's participation in international programmes according to which the funds of the value of EUR 15,000, EUR 5,000, and EUR 3,000, respectively, have been obtained shall be equivalent to one scientific article of international level.

8. Scientific contributions shall be equated to popular science publications under the following procedures:

8.1. A scientific article of international level shall be equivalent to 5 articles published in other peer-reviewed scientific journals and/or popular science articles;

8.2. Equivalents of other contributions significant for the economic, cultural and social development of the country shall be subject to a motivated decision of the Competition Commission.

9. Equivalents shall be applied under the following procedures:

9.1. The Minimum Qualification Requirements set by the Resolution of the Research Council of Lithuania may not be replaced by equivalents;.

9.2. The equivalents of applicants' scientific contributions under clause 7 hereof shall be applied for the last five work years by equating them to scientific articles of international level: no more than 1 such article for the Chief Researcher, no more than 1 such article for the Senior Researcher, and no more than 1 such article for the Researcher;

9.3. The equivalents shall be applied to each applicant for a research position.

9.4. The equivalents shall be applied for evaluating scientific contributions of several applicants for a particular research position, where each applicant meets the minimum qualification requirements set by the Research Council of Lithuania and the qualification requirements under clauses 5 and 6 hereof.

9. The criteria used in evaluating researchers' scientific contributions shall be ranked in the following order of importance: 1) scientific articles of international level, 2) other contributions specified in clauses 4.2–4.8 hereof, and 3) articles in peer-reviewed scientific journals and/or popular science articles.

PROCEDURES FOR ASSESSMENT OF APPLICANTS' SCIENTIFIC CONTRIBUTION

10. The applicants for **Chief Researcher, Senior Researcher, Researcher, and Junior Researcher** positions shall meet the requirements itemized in clauses 5.1-5.4 and 6.1–

6.4, taking into consideration the equivalents indicated in clauses 7–8 and applicable under the procedures specified in clause 9.

11. In case a NRC's researcher, as the author of a publication, indicates several affiliations, only the part of the publication falling to the NRC shall be acknowledged.

12. For researchers who were on a pregnancy, maternity, paternity or childcare leave during the last five-year period, the period during which the necessary number of research works according to a particular research position must be published shall be extended by the duration of the leave he/she is entitled to.

FINAL PROVISIONS

13. The requirements for filling Chief Researcher, Senior Researcher, Researcher, and Junior Researcher positions through open competition shall come into force as of 1 January 2023.

14. The performance appraisal requirements for filling Chief Researcher, Senior Researcher, Researcher, and Junior Researcher positions shall come into force as of 1 January 2023.