APPROVED

State Scientific Research Institute Nature Research Centre

Scientific Council Resolution

No GTC-MT-3/31

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**DESCRIPTION OF QUALIFICATION REQUIREMENTS FOR RESEARCHER POSITIONS AT STATE SCIENTIFIC RESEARCH INSTITUTE NATURE RESEARCH CENTRE**

**CHAPTER I GENERAL PROVISIONS**

1. The Description of Qualification Requirements for Researcher Positions at State Scientific Research Institute Nature Research Centre (hereinafter, the "Centre") (hereinafter, the "Description") establishes the qualification requirements for applicants who seek by way of public competition to take researcher positions at the institution or who have been attested for such positions during THE ordinary or annual attestation. The document is prepared in accordance with the Law on Higher Education and Research of the Republic of Lithuania, the Description of Mandatory Competences for the Career Stages of Researchers at Higher Education and Research Institutions approved by Order No V-352 of 29 June 2023 of the Chairman of the Research Council of Lithuania, and Articles of Association of the Centre.
2. During public competition or attestation to take researcher positions at the Centre, the applicant's contribution to the research field he/she represents shall be evaluated according to the following basic criteria:
   1. publication of international articles and publication of scientific monographs, manuals (original scientific flora, fauna and habitat identification guides) and atlases compiled from original cartographic works;
   2. inventive activities – patent applications or license agreements registered with the European Patent Office (EPO), the United States Patent and Trademark Office (USPTO) or the Japan Patent Office;
   3. discovery of new for science species of organisms and microorganisms, creation of plant and animal breeds and cell lines;
   4. preparation and submission of applications for international and national scientific research and experimental development (hereinafter, the "R&D"), international and national scientific research, experimental development and innovation (hereinafter, the "R&D&I") as well as dissemination projects, received financial support for their implementation, and the implementation of funded projects;
   5. participation in the training of researchers (supervision of doctoral students or postdoctoral fellows, consulting of doctoral students as approved by the doctoral committee, participation in the process of doctoral studies);
   6. dissemination of scientific results and science popularisation activities as well as other activities important for the development of the country's economy, culture and society.
3. Researcher career shall include the following stages:
   1. leading researcher – an independently working scientist, a leader in his/her research or science area;
   2. recognised researcher – a scientist who has attained the level of autonomy of scientific activity;
   3. approved researcher – a scientist whose scientific activity is not fully autonomous;
   4. early career researcher – a person who has attained the master's qualification degree or a higher education qualification equivalent thereto and is conducting research activity under the guidance of a recognised or leading researcher.
4. Researchers may take the following researcher positions:
   1. Chief Researcher position may be taken by a leading researcher;
   2. Senior Researcher position may be taken by a researcher of the career stage not lower than recognised researcher;
   3. Researcher position may be taken by a researcher of the career stage not lower than approved researcher;
   4. Postdoctoral Fellow position may be taken by a researcher of the career stage not lower than approved researcher;
   5. Junior Researcher position may be taken by an early career researcher.
5. Intellectual property objects without Centre affiliation shall not be credited to the creators of such objects during their attestation for researcher positions, unless they are ascribed to the Centre without such affiliation.
6. The main definitions and abbreviations:
   1. **international-level scientific article in the areas of nature, medicine, technology and agricultural sciences** – an article published in a scientific journal which at the time of being indexed in the *Clarivate Analytics Web of Science* (hereinafter, the "WoS") database was in first, second or third quartile (Q1–Q3) of a relevant group of journals or an article that was published in a scientific journal of the fourth quartile (Q4) and had no less than three citations (without self-citations) in the WoS database (hereinafter, the "international article");
   2. **internationally recognised scientific publishing house (publisher)** – a publishing house (publisher) that is continuously publishing and disseminating on an international scale the works of science (culture, professional) of scientists of many countries, periodical and continuous scientific publications, and providing information about the nature and international recognition of the publishing house online (hereinafter, the "publishing house" );
   3. **patent or technology license agreement –** the rightgranted by the patent applicant, patent or technology owner to another person to use with an exclusive or non-exclusive license the invention within a territory of a certain country (-ies) or in certain part thereof (hereinafter, the "licence agreement");
   4. **organism species new to science** – the organism species new to science, the typical specimen (standard) of which is in the indicated scientific collection and information about which is published in an international catalogue of the group of organisms (hereinafter, the "new species");
   5. **international scientific event** – a scientific event (conference, seminar) organised by an international group of researchers and taking place directly or remotely (hereinafter, the "scientific event");
   6. **lead author of the article** – a scientist who is named first or last among multiple authors or who is named as a corresponding author (hereinafter, the "lead author");
   7. **participation in doctoral or postdoctoral process** – supervision of doctoral students and postdoctoral fellows and/or consulting of doctoral students (consulting should be approved by the doctoral studies committee) and/or membership in the doctoral studies committee and/or doctoral defence council (hereinafter, the "participation in doctoral process");
   8. **R&D** – scientific research and experimental development activities;
   9. **R&D&I** – scientific research, experimental development, innovation and dissemination activities;
   10. **international scientific project** – a project funded from international competitive programme funds (hereinafter, the "international project");
   11. **prepared project application** – a coordinated project application submitted to the funding institution by the scientist named as a future project leader (hereinafter, the "project application");
   12. **author's affiliation** – author's connection to the institution indicated in a scientific work (hereinafter, the "affiliation").

**CHAPTER II**

**QUALIFICATION REQUIREMENTS**

1. The applicants for researcher positions shall be evaluated according to the following competence groups:
   1. performance of R&D activities;
   2. organising of R&D;
   3. dissemination of R&D results and anticipation of their impact;
   4. R&D&I expert evaluation.

# A researcher applying for the position of Chief Researcher must have the following competences, which have to be proved by the indicated activities and their results:

## Performance of R&D activities

* + 1. is able to significantly contribute by his/her scientific results to the development of a scientific research topic or even several topics at a national and/or international level by publishing research results in international articles in Q1 and/or Q2 journals and being the lead author thereof;
    2. has an academic reputation based on internationally recognised research results in his/her research topic (publication of international articles cited in the international scientific press, membership in international scientific organisations, and/or award of the honorary doctorate title and/or an international and/or national level prize or award of an honorary title of an international and/or national organisation);
    3. is able to assess (understand) his/her research results and their application possibilities in a cultural, social and economic context through performance of science popularisation activities (publications in popular press, presentation of scientific research results via mass media, etc.).

## Organising of R&D

* + 1. is able to lead the preparation and implementation of an international project (was the principal coordinator, coordinator-partner, or leader of a project in the country) and/or a scientific research programme pursued by the Centre;
    2. is able to train researchers and supervised at least one defended doctoral dissertation in science or successfully completed postdoctoral fellowship.

## Dissemination of R&D results and anticipation of their impact

* + 1. is able to publish scientific research results in international articles independently or as a lead author and after being awarded doctoral degree has published no less than fifteen international articles (five of which in international articles within the recent five years, of which no less than four articles in Q1 or Q2 journals, and those who have worked at the Centre the recent five years should have published such international articles with the Centre affiliation).
    2. is able to present his/her scientific research results as an invited speaker in a scientific event and/or was a member of a scientific committee at a scientific event;
    3. is able to create high-impact R&D and R&D&I works by publishing international articles cited in Q1 and/or Q2 journals and/or attracting significant R&D and R&D&I projects (contracted works, draft legislation, submitted patent applications, etc.).

## R&D&I expert evaluation

* + 1. was/is an expert of international projects or programmes and/or national scientific projects or programmes;
    2. is able to initiate or is invited or delegated to prepare expert opinions, recommendations, assessments or other equivalent documents on the development of public and/or private sectors.

# A researcher holding the position of Chief Researcher may be attested for a term of five years if during such term he/she:

* 1. announced no less than five international articles, of which no less than four in Q1 or Q2 journals and at least one as a lead author of the article;
  2. supervised a doctoral student or postdoctoral fellow;
  3. prepared at least one international project application;
  4. additionally performed at least one activity from competence groups indicated in either of sub-clauses 8.1, 8.3 or 8.4.

# A researcher applying for the position of Senior Researcher must have the following competences, which have to be proved by the indicated activities and their results:

## Performance of R&D activities

* + 1. is able to contribute by his/her scientific results to the development of a scientific research topic at a national and/or international level by publishing international articles in Q1 or Q2 journals;
    2. has an academic reputation based on internationally and/or nationally recognised research results in his/her research topic, which can be confirmed by publication of international articles and citations of the author's works in such articles, membership in international and/or national scientific organisations, and/or prizes, honorary or other awards for scientific activity;
    3. is able to assess (understand) his/her research results and their application possibilities in a cultural, social and economic context through performance of science popularisation activities (publications in popular press, presentation of scientific research results via mass media, etc.);

## Organising of R&D

* + 1. prepared and/or participated in implementing an R&D and/or R&D&I project and/or a programme pursued by the institution;
    2. is able to be a leader of a smaller research team or otherwise demonstrate leadership by heading the preparation and/or implementation of an R&D and/or R&D&I project application and by heading the activities of a research team (a specific topic research team, an organising committee of a scientific event, etc.);
    3. is educating early career researchers by participating in the doctoral studies process and/or supervising the competitively funded students' practical training;

## Dissemination of R&D results and anticipation of their impact

* + 1. is able to publish scientific research results in international scientific publications – no less than seven international articles (three of which within the recent five years, of which no less than two in Q1 or Q2 journals, and those who have worked at the Centre during the recent five years should have published them with the Centre affiliation);
    2. is able to present his/her research results in scientific events (international scientific conferences, seminars) and/or be a member of organisational or scientific committees at such events;
    3. is able to create significant R&D and/or R&D&I works as a co-author of articles cited in high-level international publications (Q1 or Q2 journals) and/or by performing significant R&D and/or R&D&I projects (preparation of patent applications, contracted works, draft legislation, etc.).

## R&D&I expert evaluation

* + 1. participated in expert evaluation of international and/or national programmes and/or projects;
    2. participated in preparing an expert opinion (proposals, assessments, conclusions, etc.) or a recommendation for public and/or private sector entities.

# A researcher holding the position of Senior Researcher may be attested for a term of five years if during such term he/she:

* 1. published no less than three international articles with the Centre affiliation, of which no less than two articles in Q1 or Q2 journals;
  2. participated in the doctoral studies process;
  3. prepared at least one R&D&I project application;
  4. additionally performed at least one activity from competence groups indicated in either of sub-clauses 10.1, 10.3 or 10.4.

# A researcher applying for the position of Researcher and Postdoctoral Fellow must have the following competences, which have to be proved by the indicated activities and their results:

## Performance of R&D activities

* + 1. by working in research teams or consulting with other researchers, is able to conduct scientific research and understand the impact of results obtained, thus contributing to the performance of R&D and R&D&I and knowledge development (co-author of international articles);
    2. is able to assess (understand) the results of his/her research and their application possibilities in the cultural, social and economic context by performing science popularisation activities (collaboration in preparing publications in popular press and/or participation in presenting research results via mass media, etc.);

## Organising of R&D

* + 1. participates in the preparation or implementation of an R&D or R&D&I project or a long-term institutional research programme run by the institution;
    2. is able to cooperate with other researchers and work in research teams by participating in joint activities with other researchers (organising of the process of studies, supervision of students practical traineeship and/or thesis, working at organising committees of conferences or seminars, etc.);

## Dissemination of R&D results and anticipation of their impact

* + 1. published no less than three international articles (two of which within the recent five years, one of which in a Q1 or Q2 international journal, and those who have worked at the Centre during the recent five years should have published such article with the Centre affiliation);
    2. participated at a national and/or international scientific event where he/she delivered a presentation;

## R&D&I expert evaluation

* + 1. is able to participate in research thematic networks and/or scientific societies, groups of reviewers and/or experts as a member of a national and/or international research thematic network and/or scientific organization and/or society, a reviewer, and/or an expert group member.

# A researcher holding the position of Researcher may be attested for a term of five years if during such term he/she:

* 1. published at least two international articles with the Centre affiliation, including one article in a Q1 or Q2 journal;
  2. additionally performed at least one activity from the competence groups indicated in either of sub-clauses 12.1–12.4.

# An early career researcher applying for the position of Junior Researcher must have the following competences, which have to be proved by the indicated activities and their results:

## Performance of R&D activities

* + 1. under the supervision or with the assistance of a recognised and/or leading researcher to conduct research (collect, systematise, provide scientific data), the applicant must submit a recommendation from a recognised or leading researcher in the field, testifying to the listed qualifications;

## Organising of R&D

* + 1. the applicant participated in implementing a R&D&I project and/or pursued volunteering activities and/or participated in science dissemination projects and/or scientific programmes run by the institution;

## Dissemination of R&D results and anticipation of their impact

* + 1. the applicant proves the ability to present the results of his/her scientific research by publishing one publication in a peer-reviewed scientific journal and/or by presenting his/her research results at a scientific conference or seminar and/or by publishing a popular science article (publication in popular science press or mass media, etc.).

**CHAPTER III**

**FINAL PROVISIONS**

1. A monograph published by an internationally recognised scientific publishing house (the author's contribution shall be at least four quires) shall be equivalent to three international articles; a monograph chapter or a monograph part shall be equivalent to one international article. Four species and/or breeds of organisms and/or cell lines and/or strains of microorganisms registered in international registers (EU, USA, Japan or other developed countries) shall be equivalent to one international article.
2. The qualification requirements for taking positions of Chief Researcher, Senior Researcher, Researcher and Junior Researcher shall take effect and shall start to be applied as of 1 January 2024.
3. The first attestation of Chief Researcher, Senior Researcher and Researcher employed before 1 January 2024 shall be subject to the qualification requirements established in the Schedule of Qualification Requirements for Research Positions at State Scientific Research Institute Nature Research Centre adopted by the Centre's Scientific Council (2021-05-26, GTC-MT-3/10).