



SENATE OF MYKOLAS ROMERIS UNIVERSITY

RESOLUTION ON THE APPROVAL OF THE QUALIFICATION REQUIREMENTS FOR ACADEMIC STAFF AND THE REQUIREMENTS FOR OBTAINING THE TITLE OF TEACHER OR EMERITUS, ASSOCIATE LECTURER OR RESEARCHER AT MYKOLAS ROMERIS UNIVERSITY

Pursuant to the Law on Science and Studies of the Republic of Lithuania and considering the Description of Mandatory Competences for Researchers of State Scientific and Study Institutions approved by the Order of the Chairman of the Lithuanian Science Council, the Senate of Mykolas Romeris University (hereinafter - the University) on 25 April 2024 decided:

1. To approve the Qualification Requirements for Academic Staff and the Requirements for Academic Staff Applying for the Pedagogical or Emeritus Title, Associate Lecturer or Researcher Status of Mykolas Romeris University (attached) (hereinafter referred to as the Requirements).

2. To establish that:

2.1. The Requirements for applicants for publicly competitively selected teaching or research positions shall apply from 1 June 2024.

2.2. The minimum qualifications for the post of professor, associate professor or researcher on a fixed-term contract without competition shall apply from 1 June 2026. During the transitional period until 1 June 2026, the requirements set out in Section III of the University Senate Resolution No 1SN-64 of 3 September 2021 "On Approval of the Minimum Qualification Requirements for the Positions of Professors, Researchers, Requirements for Tenure and Requirements for Obtaining a Teaching Title" shall apply.

3. Declare the following null and void:

3.1. the Resolution of the Senate of the University No.1SN-70 of 28 June 2013 "On the Approval of the Regulations of the Emeriti of Mykolas Romeris University".

3.2. the Resolution of the Senate of the University No. 1SN-19 of 27 March 2020 "On the Approval of the Regulations on the Granting of the Status of an Affiliated Lecturer (Professor, Associate Professor, Lecturer, Assistant Professor) of Mykolas Romeris University".

3.3. the Resolution of the University Senate of 30 June 2020 No. 1SN-51 "On the Approval of Mykolas Romeris University Affiliated Professor, Affiliated Associate Professor and Affiliated Lecturer and the Regulations for these positions".

4. As of 1 June 2026, the Resolution of the University Senate of 3 September 2021 No.1SN-64 "On the Approval of the Minimum Qualification Requirements for the Positions of Lecturers, Researchers, the Requirements for the Tenure and the Requirements for the Pedagogical Titles of Mykolas Romeris University" shall be invalid.

5. 1SN-64 of 3 September 2021 "On the Approval of Mykolas Romeris University Minimum Qualification Requirements for the Positions of Lecturers, Researchers, the Requirements for Tenure and the Requirements for Obtaining a Pedagogical Title" shall apply to lecturers and researchers appointed to their positions before the date of entry into force of this Senate Resolution and shall remain in force until the end of the regular attestation or tenure.

6. To establish that the academic staff of the Sūduva Academy, elected by public competition at Marijampolė College and transferred to the Sūduva Academy of the University after the merger of Marijampolė College, shall be subject to the qualification requirements for lecturers and researchers applied by Marijampolė College at the time of their public competition or at the end

of the term of office, and to the qualification requirements for tenure, applied by Marijampolė College at the time of their public competition or at the end of the term of office.

7. To establish that academic staff employed without competition under a fixed-term contract of employment and transferred to the University's Sūdava Academy after the merger of Marijampolė College shall be subject, until the end of their contract, to the qualification requirements for lecturers and researchers applied by Marijampolė College at the time of their employment.

8. The requirement of professional work experience set out in Clause 16.2 shall not apply to persons who apply for the position of lecturer at the Academy of Sūduva to teach in collegiate study programmes which were conducted at the College of Marijampolė and which, after the merger, are being completed in the Academy of Sūduva.

9. This Resolution shall enter into force on the day of its registration.

I hereby publish the following resolution adopted by the Senate of Mykolas Romeris University.

RECTOR OF THE UNIVERSITY

PROF. DR. INGA ŽALĖNIENĖ

I hereby certify that this Resolution of the Senate of Mykolas Romeris University is authentic.

President of the Senate

prof. dr. Romas Prakapas

Distribution

1 - Original

1 - All departments

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6027

APPROVED by
Mykolas Romeris University
Senate Resolution No 1SN-30
30th of April 2024.

QUALIFICATION REQUIREMENTS FOR ACADEMIC STAFF AND REQUIREMENTS FOR OBTAINING THE TITLE OF TEACHER OR EMERITUS, ASSOCIATE LECTURER OR RESEARCHER AT MYKOLAS ROMERIS UNIVERSITY

I. GENERAL PROVISIONS

1. The Qualification Requirements for Academic Staff and the Requirements for Applicants for the Pedagogical or Emeritus Title, Associate Lecturer or Researcher Status of Mykolas Romeris University (hereinafter referred to as the Requirements) shall regulate:

1.1. The minimum qualification requirements for persons applying for the position of lecturer-researcher or researcher at Mykolas Romeris University (hereinafter referred to as "the University"), elected by public competition or without competition.

1.2. The minimum qualification requirements for trainee teachers.

1.3. The minimum requirements for academic staff members elected by public competition during their term of office.

1.4. The requirements for obtaining the University's teaching title and the procedure for obtaining the teaching title.

1.5. The requirements and procedures for the award of the title of Emeritus of the University.

1.6. The requirements and procedures for the award of the status of Associate Lecturer or Fellow of the University.

2. In accordance with these Requirements:

2.1. The University's research career consists of four stages as defined in the Law on Science and Studies of the Republic of Lithuania:

2.1.1. Early-Stage Researcher – a person holding a Master's degree or equivalent higher education qualification who carries out scientific (artistic) activities under the supervision of a recognised or leading researcher.

2.1.2. Approved Researcher means a researcher (Doctor of Arts) whose scientific/artistic activity is not fully autonomous.

2.1.3. Recognised Researcher means a researcher (Doctor of Arts) who has reached a level of autonomy in his/her research activities.

2.1.4. Lead Researcher means an independent researcher (Doctor of Arts) who is at the forefront of his/her field of research or scholarship (arts).

2.2. The compulsory competences of University researchers at each stage of their career shall be determined in accordance with the Description of Compulsory Competences for Career Stages of Researchers at Scientific and Study Institutions approved by the Order of the Chairman of the Lithuanian Science Council.

2.3. The competences of a researcher shall be based on the list of indicators provided in Annex 1 to these Requirements. In exceptional cases, a researcher applying for a post or participating in a certification may also provide other evidence directly supporting the possession of specific competences. In this case, the crediting of the indicator shall be decided by the panels responsible for recruitment or certification.

2.4. The terms used in the requirements relating to scientific activities shall be understood as defined in the University's Regulations on Scientific Activities.

2.5. To assess eligibility for the minimum qualification requirements and the requirements for tenure, the following equivalences shall be used:

2.5.1. A research article of international standing in the humanities and social sciences, published in Clarivate Analytics Web of Science (hereinafter referred to as CA WoS) and/or Elsevier Scopus (hereinafter referred to as Scopus) in the humanities and social sciences in journals of the first, second, or third quartile (Q1-Q3) of the databases of Clarivate Analytics (hereinafter referred to as CA WoS) and/or Elsevier Scopus (hereinafter referred to as Scopus), is equivalent to:

2.5.1.1. In a Q1 quartile journal, 3, and in an interdisciplinary journal, 2.5, of an internationally recognised research article in the humanities and social sciences.

2.5.1.2. 3 articles in a Q2 quartile journal and 2 articles in an interdisciplinary journal of international standing in the humanities and social sciences.

2.5.1.3. 2 papers in a Q3 quartile journal and 1.5 papers in an interdisciplinary journal of international standing in the humanities and social sciences.

2.5.2. For the purpose of assessing eligibility, leading an international high-level research and experimental development (hereinafter referred to as 'R&D') or research, experimental development and innovation (hereinafter referred to as 'R&D&I') project, or part thereof, at the University, where the University is responsible for implementing at least one work package or activity, and where the total value of the project, or the value of the part of the University led by the University, is at least EUR 35 000, shall be equivalent to 2 research articles of international standing in the humanities and social sciences and, where the value is under the same conditions less than EUR 35 000, to 1.5 research articles of international standing in the humanities and social sciences.

2.5.3. Scientific monographs, scientific studies, peer-reviewed books published by internationally recognised scientific publishing houses, the list of which shall be approved by the Rector of the University by order. The share of 1 author's arc per University lecturer or researcher shall be equivalent to 1 scientific article in Q1, Q2, Q3 or Q4 quartile journals included in the CA WoS and/or Scopus databases, with or without a citation rate, depending on the group to which the publishing house is assigned by the Rector's order at the time of the publication of a book. For the purposes of assessing compliance with the requirements set out in Section II, this research output may be treated as 1 international scientific article in the humanities and social sciences, provided that the research output meets the requirements for such an article.

2.5.4. Other monographs, scientific studies, peer-reviewed books (e.g. 5.4.1.1. the share of 1 author's arc per University lecturer or researcher used in the direct study process and related to the subjects taught by the applicant shall be equivalent to 1 scientific article in a peer-reviewed scientific journal and, in the case of compliance with the requirements set out in Section II, may be equivalent to 1 international scientific article in the fields of the humanities and the social sciences if the scientific output meets the requirements for such an article.

3. The recruitment of teaching and research staff shall consider their compliance with the minimum qualification requirements for the posts concerned (Sections II, III of these Requirements). In the case of the certification of teaching and research staff, their performance during their term of office (Section IV of these Requirements) shall be assessed in relation to the size of the post they occupy. For the award of teaching titles, the eligibility of teachers shall be considered in accordance with Section VI of these Requirements, for the award of emeritus status in accordance with Section VII of these Requirements, and for the award of the status of associate professor or researcher in accordance with Section VIII of these Requirements.

4. The eligibility of a person applying for a position as a lecturer or researcher shall be evaluated by the University Personnel Commission and the University Academic Staff Recruitment Commission in accordance with the University's procedure for the selection, evaluation and certification of lecturers and researchers, considering the information and evaluation provided by the relevant administrative units of the University. The eligibility of a person applying for a post as a lecturer or researcher, where funding is provided from the University's project funds or from the funds of commissioned research, shall be assessed by the Centre for Science and Innovation.

5. Abbreviations used in these Requirements:

5.1. EPO – European Patent Office.

5.2. IF – Impact Factor.

- 5.3. JPO – Japan Patent Office.
- 5.4. SJR – SCImago Journal Rank.
- 5.5. SNIP – Source Normalized Impact per Paper.
- 5.6. USPTO – United States Patent and Trademark Office.
- 5.7. VPB – Lithuanian State Patent Bureau.

II. MINIMUM QUALIFICATIONS FOR RESEARCH TEACHERS AND RESEARCHERS IN THE HUMANITIES OR SOCIAL SCIENCES

6. This Section sets out the minimum qualifications for persons applying for the posts of **Professor, Chief Researcher, Associate Professor, Senior Researcher, Assistant, Researcher, Research Fellow, Junior Assistant, Junior Researcher, Research Assistant**, who are publicly elected or without a competition, under a fixed-term contract. These requirements also apply to Visiting Professors and Associate Professors.

7. The positions of **Professor** and **Chief Researcher** are open to researchers who have the competence of a Principal Researcher, based on the indicators listed in Annex 1 to these Requirements, for at least the last 5 years, and who have fulfilled 7.4 and at least one of the requirements of 7.1 to 7.3 following the defence of their dissertation:

7.1. Published at least 15 scientific articles in peer-reviewed scientific journals in the field in which he/she is applying for the post, of which at least 5 have been published in the last 5 years in scientific journals listed in the CA WoS and/or Scopus databases (at least 2 of which have a non-zero IF or SJR or SNIP citation index), and at least 3 in scientific journals from abroad, or with co-authors from foreign scientific and/or educational institutions.

7.2. Has created at least 1 international industrial property subject-matter for which a patent has been granted, registered at the EPO, USPTO or JPO, and has published at least 10 scientific articles in peer-reviewed scientific journals in the field in which he/she is applying for the post, of which at least 3 have been published in scientific journals in the last 5 years, at least 1 of which has a non-zero IF or SJR or SNIP citation index, and at least 2 of which have been published in foreign scientific journals or with co-authors from foreign scientific and/or research institutions.

7.3. Has created at least 1 national industrial property subject of a patent registered with the OHIM and has published at least 10 scientific articles in peer-reviewed scientific journals in the field in which he/she is applying for the post, including at least 5 articles in journals within the last 5 years, at least 5 articles in the CA WoS and/or Scopus databases (at least 2 of which have a non-zero IF or SJR or SNIP citation index), of which at least 3 have been published in foreign scientific journals, or with co-authors from foreign scientific and/or research institutions.

7.4. A candidate for the post of professor must have at least 5 years of post-dissertation teaching experience at a higher education institution.

8. The positions of **Associate Professor** and **Senior Researcher** is open to researchers who have the competences of a leading or recognised researcher, based on the indicators listed in Annex 1 of these Requirements for at least the last 5 years, and who have fulfilled requirements 8.4 and at least one of the requirements 8.1-8.3:

8.1. Published at least 7 scientific articles in peer-reviewed scientific journals in the field in which he/she is applying for the post, of which at least 3 in the last 5 years in scientific journals included in the CA WoS and/or Scopus databases (at least 1 with a non-zero IF or SJR or SNIP citation index), and at least 1 in a scientific journal published in a foreign country, or with co-authors from a foreign scientific and/or educational institution.

8.2. Has created at least 1 international industrial property subject matter covered by a patent, registered at the EPO, USPTO or JPO and has published at least 2 scientific articles in the last 5 years in scientific journals listed in the CA WoS and/or Scopus databases (at least 1 of which has a non-zero IF or SJR or SNIP citation index), of which at least 1 has been published in a foreign journal, or with coauthors from a foreign research and/or study institution.

8.3. Have created at least 1 national industrial property subject of a patent registered with the OHIM and have published at least 2 scientific articles in the last 5 years in peer-reviewed scientific journals of the field in which he/she is applying for the post in the CA WoS and/or Scopus databases (at least 1 of which has a non-zero IF or SJR or SNIP citation index), and at least 1 of which has been published in a foreign journal, or with co-authors from a foreign scientific and/or educational institution.

8.4. A researcher applying for the post of Associate Professor must have completed at least 2 years of teaching experience at a higher education institution after the defence of the dissertation.

9. The **Assistant** and **Researcher** positions are open to a researcher with competences at least equal to those of an approved researcher, based on the indicators listed in Annex 1 of these Requirements for at least the last 5 years, and at least 3 scientific articles in peer-reviewed scientific journals, of which at least 1 has been published in the last 5 years in a scientific journal included in the CA WoS or Scopus databases with a non-zero citation index. A researcher applying for the post of assistant professor must have at least 2 years of teaching experience at a higher education institution.

10. The position of **Research Fellow** is open to researchers who has defended a doctoral dissertation at another institution no earlier than 7 years prior to the date of appointment, who has competencies not lower than those of a confirmed researcher, based on indicators no older than the last 5 years, as specified in Appendix 1 to these Requirements, and has published the results of their research in at least two scientific articles in peer-reviewed scientific publications, of which at least one scientific article has been published in the last 5 years in a scientific publication included in the CA WoS or Scopus databases with a non-zero citation index.

11. **Junior Assistant** and **Junior Researcher** positions are open to researchers who carry out research under the supervision of a recognised or leading researcher, who have a minimum of a Master's degree or equivalent higher education qualification and who possess the competences of an early career researcher, based on the indicators set out in Annex 1 of these Requirements.

12. The position of **Research Assistant** is open to undergraduate, postgraduate or postgraduate students of a higher education institution with no academic debts at the time of recruitment.

III. MINIMUM QUALIFICATION REQUIREMENTS FOR TRAINEE TEACHERS

13. The position of **Professor of Practice** is open to a practitioner of the highest calibre, who holds a doctoral degree, has extensive experience (at least 10 years of professional experience in a particular field or profession) and is currently working in the field in which he/she is invited to teach at the University, who has at least 5 years of teaching experience in a Higher Education Institution, and who is recognised as a leader in his/her field at a national or international level in one of the following criteria:

13.1. Having received high-level national or international awards that demonstrate recognition of competence and achievement in a particular field or profession.

13.2. Holding a senior position of recognition in a particular field or profession.

13.3. Participates in or chairs working groups or commissions set up by public authorities, public bodies and organisations.

14. The post of **Associate Professor in Practice** is open to a top-level expert practitioner with at least a Master's degree or an equivalent higher education qualification, a long-standing experience (at least 10 years of professional work experience in a particular field or profession) and currently working in the field in which he/she is invited to teach at the University, with at least 3 years of teaching experience in higher education, and recognised as a leader in his/her field at a national or international level in one of the following criteria:

14.1. Having received high-level national or international awards that demonstrate recognition of competence and achievement in a particular field or profession.

14.2. Holding a senior position of recognition in a particular field or profession.

14.3. Participates in or chairs working groups or commissions set up by public authorities, public bodies and organisations.

15. The post of **Senior Lecturer** is open to a high-level practitioner who holds a doctoral degree, has at least 3 years of professional experience and is currently working in the field in which he/she is invited to teach at the University, and has at least 3 years of teaching experience in higher education institutions.

16. A person may apply for the position of **Lecturer**:

16.1. Holding a Master's degree or equivalent higher education qualification, and

16.2. At least 3 years of professional experience and currently working in the field in which he/she is invited to teach at the University.

17. The post of **Assistant Practitioner** shall be open to a person who holds a Bachelor's degree or equivalent higher education qualification, who has at least 3 years' professional experience and who is currently working in the field in which he/she is invited to the University to give practical training sessions.

IV. MINIMUM REQUIREMENTS FOR PUBLICLY ELECTED LECTURERS AND RESEARCH STAFF DURING THEIR TERM OF OFFICE

18. This section sets out the minimum requirements for persons serving during their term of office as a publicly elected professor, associate professor, assistant professor, principal researcher, senior researcher, research fellow, research trainee.

19. **A Professor elected by public tender** shall, during his or her term of office:

19.1. Fulfil the teaching load.

19.2. Fulfil the activity plan approved for him/her.

19.3. Complete a minimum of 10 academic hours of training in teaching, research and general competences.

19.4. At the time of the regular attestation, meet the qualification requirements of a professor selected by public competition.

19.5. Fulfil at least 4 of the following requirements:

19.6. Chair a programme of study or a committee/sub-committee of a field of study or a doctoral committee.

19.7. Teach courses (modules) in a foreign language.

19.8. Participate in study quality activities (doctoral committee, field of study committee, study programme (field of study) evaluation procedures, etc.).

19.9. Prepare textbooks, educational books, methodological tools for higher education institutions.

19.10. Supervise defended bachelor's, master's theses or dissertations.

19.11. Participate in student mentoring activities and/or coordinate student non-formal education activities.

19.12. Lecturing at foreign research and/or study institutions (8 or more academic hours).

19.13. Has been a member of a dissertation defence board.

19.14. Has supervised a postdoctoral fellowship, the report of which has been positively evaluated and approved.

19.15. Has taught doctoral students.

19.16. Express expert opinions in public on behalf of the University.

20. **An Associate Professor elected by public tender** shall, during his/her term of office:

20.1. Complete the teaching load.

20.2. Complete the action plan approved for him/her.

20.3. Complete at least 10 academic hours of training in teaching, research and general competences.

20.4. At the time of the regular attestation, meet the qualification requirements of an associate professor selected by public competition.

20.5. Fulfil at least 3 of the following requirements:

20.5.1. Be the head of a study programme and/or a study field committee (subcommittee) // doctoral committee.

20.5.2. Teach study subjects (modules) in a foreign language.

20.5.3. Participate in study quality activities (participate in the activities of the study field committee, doctoral committee, study programme (study field) evaluation procedures, etc.).

20.5.4. Prepare textbooks, educational books, methodological tools for higher education institutions.

20.5.5. Supervise a defended bachelor's or master's thesis or dissertation.

20.5.6. Participate in student mentoring activities and/or coordinate student non-formal education activities.

20.5.7. Lecturing at foreign research and/or study institutions (8 or more academic hours).

20.5.8. Has been a member of a dissertation defence board.

20.5.9. Has supervised a postdoctoral fellowship, the report of which has been positively evaluated and approved.

20.5.10. Has taught doctoral students.

20.5.11. Express an expert opinion on behalf of the University in the public arena.

21. **An Assistant elected by public tender** shall, during his or her term of office:

21.1. Complete the teaching load.

21.2. Complete the activity plan approved for him/her.

21.3. Complete at least 10 academic hours of training in teaching, research and general competences.

21.4. At the time of the regular attestation, meet the qualification requirements of the assistant selected by public competition.

21.5. Fulfil at least 2 of the following requirements:

21.5.1. Be the head of a study programme and/or a committee/subcommittee of a field of study at cycle I-II

21.5.2. Teach study subjects (modules) in a foreign language.

21.5.3. Participate in study quality activities (participate in the study field committee, study programme (study field) evaluation procedures, etc.).

21.5.4. Prepare textbooks, educational books, methodological tools for higher education institutions.

21.5.5. Supervise defended bachelor's or master's theses.

21.5.6. Participate in student mentoring activities and/or coordinate student non-formal education activities.

21.5.7. Lecturing at foreign research and/or study institutions (8 or more academic hours).

21.5.8. To express expert opinions in the public space on behalf of the University.

22. **A Chief Researcher elected by public competition** shall, during his or her term of office:

22.1. Complete the action plan approved for him.

22.2. Complete at least 10 academic hours of teaching, research and general competences.

22.3. Possess all the competences of a Principal Researcher, based on the indicators set out in Annex 1 to these Requirements and achieved during the term of office.

22.4. Fulfil at least 1 of the following requirements:

22.4.1. Has published at least 10 scientific articles in publications listed in the CA WoS and/or Scopus databases (at least 5 of them with a non-zero IF or SJR or SNIP citation index and at least 5 of them as sole author or main co-author), including at least 5 scientific articles in foreign scientific journals, or with co-authors from foreign research and/or study institutions.

22.4.2. Publish a peer-reviewed monograph not based on the dissertation, of at least 8 author arcs, published by a recognised international publishing house and/or included in the CA WoS and/or Scopus databases, with at least 8 author arcs per author, and publish at least 4 scientific articles in foreign publications (or with co-authors from foreign research and/or study institutions) included in

the CA WoS and/or Scopus databases, with a non-zero IF or SJR or SNIP citation index, and with at least 2 of them as sole author or main co-author.

22.4.3. Create at least 1 international industrial property subject matter covered by a patent registered at the EPO, USPTO or JPO and publish at least 4 scientific articles in foreign publications (or with co-authors from foreign scientific and/or research institutions) included in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index, with at least 2 of them as sole author or principal co-author.

22.4.4. Create at least 1 national industrial property subject of a patent, registered with the WIPO, and publish at least 5 scientific articles in foreign publications (or with co-authors from foreign scientific and/or research institutions) included in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index and at least 2 of them as sole author or main co-author).

22.5. Meet at least 2 of the following requirements:

22.5.1. Chair a programme of study or a committee/subcommittee of a field of study or a doctoral committee.

22.5.2. Participate in study or research quality activities (doctoral committee, field of study committee, study programme (field of study), research evaluation procedures, etc.).

22.5.3. Supervise the completion of bachelor's, master's theses or dissertations.

22.5.4. Participate in student mentoring activities and/or coordinate student non-formal education activities.

22.5.5. Lecturing at foreign research and/or study institutions (8 or more academic hours).

22.5.6. Has been a member of a dissertation defence board.

22.5.7. Has supervised a postdoctoral fellowship, the report of which has been positively evaluated and approved.

22.5.8. Has taught doctoral students.

22.5.9. Express an expert opinion on behalf of the University in the public arena.

23. **A Senior Researcher elected by public competition** shall, during his or her term of office:

23.1. Complete the action plan approved for him.

23.2. Complete a minimum of 10 academic hours of training in teaching, research and general competences.

23.3. Has all the competences of a recognised researcher, based on the indicators set out in Annex 1 to these Requirements and achieved during the term of office.

23.4. Fulfil at least 1 of the following requirements:

23.4.1. Has published at least 8 scientific articles in publications included in the CA WoS and/or Scopus databases (at least 4 of which have a non-zero IF or SJR or SNIP citation index), including at least 4 scientific articles in scientific journals from abroad, or with co-authors from foreign research and/or study institutions.

23.4.2. Publish a peer-reviewed monograph not based on the dissertation of at least 8 author arcs, published by a recognised international publishing house and/or included in the CA WoS and/or Scopus databases, with at least 6 author arcs per author, and publish at least 3 scientific articles in foreign publications (or with co-authors from foreign research and/or study institutions) included in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index.

23.4.3. Has created at least 1 international industrial property subject-matter covered by a patent registered at the EPO, USPTO or JPO, and has published at least 3 scientific articles in foreign publications (or with co-authors from foreign research and/or study institutions) included in the CA WoS and (or) Scopus databases, with a non-zero IF, or with a SJR, or with SNIP citation index.

23.4.4. Create at least 1 national industrial property subject of a patent registered with the OHIM and publish at least 4 scientific articles in foreign publications (or with co-authors from foreign research and/or study institutions) listed in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index.

23.5. Meet at least 2 of the following requirements:

23.5.1. Chair a study programme and/or a committee/subcommittee of a field of study or a doctoral committee.

23.5.2. Participate in study or research quality activities (activities of the study field committee, doctoral committee, study programme (study field), research evaluation procedures, etc.).

23.5.3. To supervise a defended bachelor's or master's thesis or dissertation.

23.5.4. Participate in student mentoring activities and/or coordinate student non-formal education activities.

23.5.5. Lecturing at foreign research and/or study institutions (8 or more academic hours).

23.5.6. To express expert opinions on behalf of the University in public space.

24. A Researcher elected by public competition shall, during his or her term of office:

24.1. To carry out the action plan approved for it.

24.2. Complete at least 10 academic hours of training in teaching, research and general competences.

24.3. Has all the competences of an approved researcher, based on the indicators set out in Annex 1 to these Requirements and achieved during the term of office.

24.4. Fulfil at least 1 of the following requirements:

24.4.1. Has published at least 6 scientific articles in publications included in the CA WoS and/or Scopus databases (at least 3 of which have a non-zero IF or SJR or SNIP citation index), including at least 3 scientific articles in scientific journals from abroad, or with co-authors from foreign research and/or study institutions.

24.4.2. Publish a peer-reviewed monograph not based on the dissertation of at least 8 author arcs, published by a recognised international publishing house and/or included in the CA WoS and/or Scopus databases, with at least 4 author arcs per author, and publish at least 2 scientific articles in foreign publications (or with co-authors from foreign research and/or study institutions) included in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index.

24.5. Meet at least 1 of the following requirements:

24.5.1. Be the head of a first-II cycle study programme and/or a study field committee (sub-committee).

24.5.2. Participate in study or research quality activities (participate in the procedures of the study field committee, study programme (study field), research evaluation, etc.).

24.5.3. Has supervised defended bachelor's or master's theses.

24.5.4. Participate in student mentoring activities and/or coordinate student non-formal education activities.

24.5.5. Lecturing at foreign research and/or study institutions (8 or more academic hours).

24.5.6. Express expert opinions in public on behalf of the University.

25. A Research Fellow elected by public competition:

25.1. If the trainee researcher is recruited under the terms of a publicly advertised call for proposals, during the period of recruitment he/she shall:

25.1.1. Achieve the results set out in the project funding agreement.

25.1.2. Fulfil the other obligations and requirements set out in the project funding agreement.

25.2. If the trainee researcher is recruited under the terms of a public call for proposals issued by the University, during the period of recruitment the trainee researcher must:

25.2.1. Complete the activity plan approved for him/her.

25.2.2. Complete at least 2 academic hours of training in teaching, research and general competences during each year of employment.

25.2.3. Fulfil at least 1 of the following requirements:

25.2.3.1. Publish at least 2 scientific articles in publications listed in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index.

25.2.3.2. Publish a peer-reviewed monograph not based on the dissertation, with at least 4 author pages per author.

V. MINIMUM REQUIREMENTS FOR THE PERIOD OF EMPLOYMENT FOR STAFF RECRUITED ON FIXED-TERM CONTRACTS WITHOUT A COMPETITION

26. **A Professor, Associate Professor, Assistant, Chief Researcher, Senior Researcher, Researcher** employed on a fixed-term contract without competition, during the period of employment:

- 26.1. Fulfil the teaching load, if any, provided for in the activity plan.
- 26.2. Fulfil the activity plan, if approved.
- 26.3. Complete a minimum of 2 academic hours of teaching, research and general competences per academic year.
- 26.4. Develop the competences of an appropriate researcher as specified in Annex 1 to these Requirements.
- 26.5. Achieve the results set out in the project funding agreement, if employed for a University project or commissioned research.

27. **Junior Assistant** and **Junior Researcher** must:

- 27.1. Complete their teaching load (only for Junior Assistant).
- 27.2. Fulfil the activity plan approved for him/her.
- 27.3. Develop the competences of an early-stage researcher set out in Annex 1 to these Requirements.
- 27.4. To achieve the results set out in the project funding agreement, if he/she is employed for a University project or for a commissioned study.

28. The **Research Assistant** and the **Trainee Assistant** shall, during the period for which they have been recruited without competition, be required to complete their workload in accordance with the approved activity plan.

VI. REQUIREMENTS AND PROCEDURES FOR OBTAINING A UNIVERSITY TEACHING TITLE

29. The University Senate (hereinafter referred to as the Senate) shall confer on University lecturers the pedagogical titles of University Professor and Associate Professor.

30. The pedagogical title of professor may be conferred on lecturers who fulfil all the following requirements:

- 30.1. Having supervised at least one defended doctoral dissertation.
- 30.2. Having at least 10 years of teaching experience at the University and has held the position of Professor at the University for at least 5 years, with a workload of at least 0.5 FTE, and has used the University's institutional umbrella in their scientific work.
- 30.3. Having met the workload standards for a lecturer within the last 5 years.
- 30.4. Meet the minimum requirements for a publicly competitive professorship in force at the time of application, in accordance with point 7 of these Requirements.

31. The title of Associate Professor may be awarded to teachers who meet all of the following requirements:

- 31.1. Has at least 8 years of teaching experience at the University and has held the position of associate professor or professor at the University for at least 5 years, with a workload of at least 0.5 full-time equivalent, and has used the University's institutional umbrella in their scientific work.
- 31.2. Having met the teaching workload standards within the last 5 years.
- 31.3. Meet the minimum requirements for an associate professor to be selected by public competition in accordance with point 8 of these Requirements.

32. A person applying for the pedagogical title of professor or associate professor shall submit the following documents to the Council of the academic unit:

- 32.1. An application to the Senate for the conferral of the University's pedagogical title, specifying the field of science or art and the title sought.
- 32.2. A curriculum vitae.

32.3. A certificate signed by the Vice-Chancellor in charge of the joint field of study stating:

32.3.1. The applicant's fulfilment of the study-related workload standards and the minimum study-related requirements for the post concerned during the term of office (information to be provided by the Centre for Academic Affairs for the purpose of certification).

32.3.2. The applicant's compliance with the requirements set out in sub-paragraphs 30.2 and 31.1 of these Requirements (information to be provided by the Centre for Personnel Management for the purpose of certification).

32.3.3. The applicant's fulfilment of the minimum scientific activity requirements for the post concerned during the term of office (information to be provided by the Centre for Science and Innovation for the purpose of certification).

33. The applicant shall order a joint certificate on the University's website www.mruni.eu on his/her eligibility for a teaching title, indicating in the comments section which teaching title, Professor or Associate Professor, is requested.

34. Upon receipt of a request for a certificate, the Centre for Science and Innovation shall place the form of the joint certificate in a common folder to be completed by the Academic Affairs Centre, the Personnel Management Centre, the International Office, the Communication and Marketing Centre, the Document Management Office, and the academic unit in which the applicant holds a substantive position. The information shall be completed by these units within 15 working days of receipt of the application.

35. The completed joint certificate shall be sent to the applicant by e-mail to the e-mail address indicated by the applicant for information and to complete any missing information. The applicant may complete the certificate within 5 working days. If the applicant completes the certificate or if the applicant does not submit the completed certificate, the certificate shall be signed by the Vice-Rector responsible for the scientific area. The signed certificate shall be sent to the applicant at the e-mail address indicated by the applicant within 5 working days of the addition.

36. The Academic Unit Council, after examining the applicant's application, the documents submitted and other circumstances, shall, within 15 working days, submit the documents and the Academic Unit Council's resolution on the proposal to award the pedagogical title to the Document Management Office. The documents registered in the electronic document and process management system (e-DMS) shall be forwarded immediately to the Secretary of the Senate.

37. The Secretary of the Senate shall submit the documents within 5 working days to the Senate's Committees for Studies, Research and Doctoral Studies for their opinion.

38. Within 15 working days of receipt of the documents, the Senate's Study, Research and Doctoral Committees shall submit their conclusions (the e-DVS shall register the minutes of the committee meetings and forward copies of the minutes to the Secretary of the Senate via the system). The Secretary of the Senate shall prepare a draft resolution of the Senate and submit it to the Senate for consideration.

39. The Senate shall take a decision on the conferral of the pedagogical title at its next meeting and shall formalise it by a resolution of the Senate, a copy or extract of which shall be annexed to the documentation on the conferral of the pedagogical title.

40. A lecturer who has been awarded the pedagogical title of professor or associate professor shall be issued a certificate of professor or associate professor. The certificate shall be signed by the Rector and the President of the Senate. The University's coat-of-arms seal shall be affixed to the Rector's signature requisite.

41. Certificates issued by the University shall be registered in separate registers.

42. Copies of the certificates of professor and associate professor issued by the University and the documents of conferral of the pedagogical title shall be kept in the staff member's personal file at the Personnel Management Centre.

43. The Personnel Management Centre shall keep records of the issuance of certificates of professor and associate professor.

The forms of the certificates, their record books and the documents on the basis of which the forms were obtained and issued, as well as the registers of the certificates of pedagogical titles, shall be kept in accordance with the procedure laid down by the legislation of the Republic of Lithuania.

VII. REQUIREMENTS FOR THE TITLE OF PROFESSOR EMERITUS OF THE UNIVERSITY AND THE PROCEDURE FOR AWARDING THE TITLE

44. The University Senate may confer the title of Professor Emeritus of the University on professors who have been actively engaged in scientific and/or pedagogical work at the University in recognition of their special merits in science. The title of Professor Emeritus shall be conferred on retired professors at the University who have worked at the University for at least 5 years.

45. A Professor Emeritus may participate in the activities of the University: he/she may enjoy all the privileges of the staff, use the Library and other facilities of the University, contribute to and participate in the organisation of the University's events, and shall be provided with a University e-mail address.

46. A professor emeritus may be paid a monthly allowance, the amount of which shall be determined by the University Council. The monthly allowance shall be granted by order of the Rector of the University.

47. Candidates for the title of Professor Emeritus may be submitted by the Chairperson of the University Council, the Chairperson of the Senate, the Rector, or the Dean, after consideration of the recommendation of the Faculty Council. The proposal shall be accompanied by the candidate's agreement to participate in the consideration for the title of Professor Emeritus.

48. The applications received shall be considered by a committee established by order of the Rector. It shall select the candidates and make a recommendation to the Rector on the award of the title of Emeritus Professor, together with the proposed monthly allowance. The amount of the Emeritus Professors' monthly allowance fund shall be determined by the Rector of the University, considering the amount of the Emeritus Professors' monthly allowance as set out in the University's estimates of revenue and expenditure for the calendar year, as approved by the University Council.

49. After considering the recommendation of the Commission, the Rector shall forward the proposal to the University Senate, which shall take a decision on the conferment of the title of Professor Emeritus and the granting of a monthly allowance. The amount of the approved allowance may be changed by a decision by the Senate based on the Rector's recommendation, considering the financial situation of the University.

50. The emeritus professor shall be presented with a diploma of emeritus, which shall indicate the position held by the emeritus professor during his/her employment at the University.

VIII. THE REQUIREMENTS FOR AND PROCEDURES FOR OBTAINING THE STATUS OF UNIVERSITY ASSOCIATE LECTURER OR RESEARCHER

51. The status of associate lecturer (professor or associate professor) or associate researcher (hereinafter referred to as "associate lecturer" or "researcher") of the University shall be conferred on a lecturer or a researcher who has been elected by the University through a public competition and who has been working at the University, who has a scientific relationship with the University, such as joint scientific publications with University staff, joint research, experimental development or artistic projects with University staff, scientific or pedagogical consultancy, or similar. This status shall be granted for a maximum period of 5 years, renewable for a further period of 5 years.

52. An associate lecturer or researcher may be reinstated without competition, subject to the approval of the Senate of the University and to an extraordinary attestation following a request for reinstatement. If the performance of an associate lecturer or researcher is favourably evaluated after the extraordinary attestation, he/she shall be granted a contract of indefinite duration.

53. The status of associate lecturer or researcher shall be granted by the Senate of the University on the recommendation of the Rector.

54. Nominations for the status of associate lecturer or researcher may be submitted to the Rector by the Chairperson of the University Council, the Chairperson of the Senate, the Dean, after evaluation of the recommendation of the Faculty Council (the content of the resolution), or by the Chairperson of the Committee on Science and Innovation. The application to the Rector and the recommendation (resolution) of the Faculty Council must specify for what merits to the University the person is proposed to be granted the status of associate lecturer or researcher.

55. Candidates shall submit a written application to become an Associate Lecturer or Fellow and to participate in the Senate's deliberations on the granting of Associate Lecturer or Fellow status (a standard application form is attached).

56. The status of associate lecturer or researcher shall oblige scientific publications to be attributed to the University, if they have been produced in the context of the University's activities. It is desirable that other publications by an associate lecturer or researcher be attributed to the University.

57. An associate lecturer or researcher may participate in the activities of the University, use the library and other general infrastructure of the University, and shall be provided with a University e-mail address.

58. The University shall issue a certificate confirming the status of associate lecturer or researcher.

59. The Personnel Management Centre shall keep a record of the certificates issued to associate lecturers or researchers.

IX. FINAL PROVISIONS

60. If the Rector of the University has been elected, and the Vice-Rectors, Heads of Academic Departments and Vice-Deans of the University have been approved from among the employees of the University, they shall be guaranteed the right to return to their previous positions as lecturers or researchers at the University.

APPROVED by
Mykolas Romeris University
Senate of Mykolas Romeris University 2024 _____
Resolution No. 1SN-

.....
(name, last name)

.....
(residential address, postcode, phone number, email)

.....

For the Senate of Mykolas Romeris University

APPLICATION FOR ASSOCIATE STATUS

20.....-.....-.....

Vilnius

I agree to become an Associate of Mykolas Romeris University _____ (*indicate the status*) and to participate in the Senate's deliberations on the granting of the status of Associate Lecturer or Associate Researcher.

I confirm that I have read and understood the Mykolas Romeris University Personal Data Processing Policy, Mykolas Romeris University Employees' Personal Data Retention Policy and its implementation measures, and other internal legal acts regulating the protection of personal data, which are available at the following link: <https://www.mruni.eu/privatumo-politika/>.

I agree that if I am granted the status of associate _____ (*status indicated*), Mykolas Romeris University will process the following data for the purpose of administration of the scientific process (to determine the authorship of the scientific output, to record and evaluate the results of the scientific (and artistic) activities of the employees, and to collect and provide documents): name, surname, e-mail address, and surname. My name, email, telephone, department, job title, formal and informal education, professional, pedagogical and scientific qualifications, linguistic competences, membership of organisations, awards, fields of scientific activity, IP address of my personal website, researcher ID in Scopus, WoS, etc. publications, membership of editorial boards of scientific journals, presentations at scientific conferences, articles on science popularisation, information on research traineeships, participation in PhD and expert activities, information on subjects taught, guest lectures, charter trainings, participation in project activities, contract research, volunteering activities and events.

I agree with the publication of the following data for the purpose of promoting academic cooperation: formal and informal education, linguistic competences, membership of organisations, research activities, participation in expert and project activities, commissioned research and training, voluntary activities.

I agree that for the purposes of the national evaluation of the performance of universities, Mykolas Romeris University will keep this data for 7 years after the termination of the association status.

I agree to the processing of this data for two years after the termination of the association status for the purpose of assessing eligibility for academic staff (applies to all the above-mentioned data).

.....
(signature)

.....
(name, last name)

MANDATORY COMPETENCES FOR RESEARCHERS AND INDICATORS TO SUPPORT THEIR POSSESSION

1. **The Lead Researcher** must have the competences listed in the table below, supported by the relevant indicators:

Competence Group	Competences in accordance with the description of mandatory competences for the career stages of researchers in science and higher education institutions, approved by order of the President of LMT	Requirement (indicator)
Carrying out R&D activities:	can critically assess and identify and/or pursue promising (strategically important) research themes and/or experimental development opportunities	<i>Has fulfilled at least one of the following requirements:</i> - publishes as sole author or lead co-author articles in foreign scientific journals listed in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index. - publishes a peer-reviewed monograph not based on a thesis, published by a recognised international publishing house and/or included in the CA WoS and/or Scopus databases. - has created an international industrial property subject-matter which has been granted a patent, registered at the EPO, USPTO or JPO.
	can assess/understand the broader implications and applications of the results of his/her research in the wider cultural, social, economic context	
	has an academic reputation based on internationally recognised research outputs in his/her research topic(s)	
	can critically assess and identify and/or pursue promising (strategically important) research themes and/or experimental development opportunities.	<i>Has fulfilled at least one of the following requirements:</i> - has peer-reviewed scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index.

		- is a guest editor and/or member of the editorial boards of periodicals and/or individual publications referenced in international databases. - holds leading positions in international academic scientific networks. - has been awarded a prize for significant scientific achievements at national or international level. - participates as an expert in the activities of national and/or international expert groups or panels.
Organising R&D:	be able to lead the design and implementation of international research, experimental development and/or innovation, science dissemination projects and/or institutional programmes	<i>Has fulfilled at least one of the following requirements:</i> - as project leader has prepared at least one international research, experimental development and/or innovation and/or science dissemination project proposal. - has been/is the leader of at least one international research, experimental development and/or innovation and/or science dissemination project. - has led or submitted as project leader at least one research project funded by the University's own resources and/or has led a research programme in the fields of research. - has led at least one commissioned research project which has resulted in a report, recommendation, draft legislation, commercialised product or other impactful research product.
	be able to train researchers through mentoring, advising or other research training activities and/or be a leader of an autonomous research team, or otherwise demonstrate leadership in organising research.	<i>Has fulfilled at least one of the following requirements:</i> - supervised a dissertation. - supervised a postdoctoral fellowship, the report of which has been approved. - was the advisor of a successfully defended dissertation, formally appointed by the PhD Committee. - was a member of the dissertation defence board. - was/is a member of the PhD Committee. - has taught doctoral students. - has been a reviewer of a thesis project or dissertation, officially appointed by the institute or the doctoral committee. - has been the head of a research laboratory or other unit carrying out research activities.

		- has been the head of collaborative research with researchers and/or project partners. - has been the head of national and/or international expert groups, panels.
Anticipating the dissemination and impact of R&D results:	be able to publish research results in international scientific publications independently or as lead co-author	<i>Has fulfilled at least one of the following requirements:</i> - publishes as sole author or lead co-author articles in foreign scientific journals listed in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index. - publishes a peer-reviewed monograph not based on a thesis, published by a recognised international publishing house and/or included in the CA WoS and/or Scopus databases. - has created an international industrial property subject-matter which has been granted a patent, registered at the EPO, USPTO or JPO.
	be able to present their research results as an invited speaker at international scientific events and/or as a member of the scientific committees of international scientific events	<i>Has fulfilled at least one of the following requirements:</i> - has presented his/her research results as an invited speaker at at least one international scientific event. - has been a member of the scientific committee of at least one international scientific event. - has moderated a section(s) of an international scientific event.
	be able to produce high-impact R & D work	<i>At least one of the following requirements:</i> - has carried out at least one piece of commissioned research, either independently or as part of a team with other researchers, which has resulted in a report, a recommendation, a draft regulation, a commercialised product or another research product with a high impact. - has carried out at least one project, either independently or as part of a team with other researchers, which has resulted in a report, a recommendation, a draft regulation, a commercialised product or another research product with a high impact.
	be able to communicate the results of their research effectively, nationally and internationally to the professional community and to society	<i>Has fulfilled the following requirement:</i> - has carried out activities to promote science nationally and internationally to the professional community and the public.

R&D&I peer review:	is an expert in international R&D projects and/or national and international programmes	<i>At least one of the following requirements has been fulfilled:</i> - has been/is an expert in the evaluation of international R&D projects and/or national and international programmes. - participates in steering or oversight groups of international research projects. - is registered in national and/or international databases of experts in the field of evaluation of projects and/or programmes as a potential expert.
	can initiate or is invited or delegated to prepare expert opinions or recommendations on public and/or private sector developments	<i>Has fulfilled at least one of the following requirements:</i> - participated as an expert in and/or chaired working groups or commissions set up by public authorities, state and municipal bodies and organisations, business entities, non-governmental organisations. - carried out scientific research or was invited or delegated to provide advice (conclusions, recommendations) in writing to the public, to public or private sector entities. - carried out scientific research or was invited or delegated to provide advice (conclusions, recommendations) in writing to international organisations, institutions, transnational organisations.

2. **The Recognised Researcher** must have the competences listed in the table below, supported by the relevant indicators:

Competence Group	Competences in accordance with the description of mandatory competences for the career stages of researchers in science and higher education institutions, approved by order of the President of LMT	Requirement (indicator)
Carrying out R&D activities:	can contribute to the development of the research topic(s) at national and/or international level through his/her scientific results	<i>Has fulfilled at least one of the following requirements:</i> - publishes articles in national and/or international scientific journals listed in the CA WoS and/or Scopus databases, with a non-zero IF or SJR or SNIP citation index, either as the sole author or as the main co-author, or with a co-author from an international scientific and/or research institution. - publishes a peer-reviewed monograph not based on a thesis, published by a recognised international publishing house and/or included in the CA WoS and/or Scopus databases. - has created an international industrial property subject-matter which has been granted a patent registered at the EPO, USPTO or JPO.
	can critically evaluate and/or pursue promising research topics and/or experimental development opportunities	
	can assess the impact of his/her research results and the potential for their application in a cultural, social, economic context	
	has an academic reputation based on the nationally or internationally recognised research results in his/her research topic(s)	<i>At least one of the following requirements has been fulfilled:</i> - has peer-reviewed scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases, with a non-zero IF or SJR or SNIP citation index, or in journals included in international databases. - is a guest editor and/or member of the editorial boards of periodicals and/or individual publications referred to by national or international databases. - is an active participant in the activities of academic scientific networks. - has been awarded a prize for significant scientific achievements. - participates as an expert in national and/or international expert groups or panels.

Organising R&D:	be able to develop and/or participate in national or international research, experimental development and/or innovation, dissemination of science projects or to lead, develop and/or implement institutional programmes	<i>Has fulfilled at least one of the following requirements:</i> - has led and/or participated in the preparation of at least one national and/or international research, experimental development and/or innovation and/or national and/or international science dissemination project proposal. - has been the leader or promoter of at least one national and/or international research, experimental development and/or innovation and/or national and/or international science dissemination project. - has applied for or participated in at least one research project and/or research programme funded by the University's own resources. - has led or carried out at least one commissioned research project which has resulted in a report, a guideline, a draft legislation, a commercialised product or other impactful research product.
	be able to be a leader of a smaller research group or otherwise demonstrate leadership in the organisation of research	<i>Has fulfilled at least one of the following requirements:</i> - was the head of a research laboratory, other unit or group of researchers. - was the head of a collaborative research project with researchers and/or project partners. - was a member of, or head of the organising committee or head of the scientific or practical conference, or a member of, or head of a scientific committee.
	be involved in the training of early-stage researchers	<i>Has fulfilled at least one of the following requirements:</i> - supervised dissertation. - supervised a postdoctoral fellowship, the report of which has been approved. - has been the advisor of a successfully defended thesis, formally appointed by the PhD Committee. - has been a member of the thesis defence board. - has been/is a member of the PhD Committee. - has taught doctoral students. - has supervised a research fellowship of a doctoral student from a foreign research and study institution. - has been a reviewer of a dissertation project or a dissertation officially appointed by the Institute or the PhD Committee. - has been a co-author of a scientific publication with the initial researcher.

Anticipating the dissemination and impact of R&D results:	be able to publish research results in scientific publications at international level	<i>Has fulfilled at least one of the following requirements:</i> - publishes articles with co-authors from foreign research and/or study institutions in national and/or foreign scientific journals listed in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index. - publishes a peer-reviewed monograph not based on a thesis, published by a recognised international publishing house and/or included in the CA WoS and/or Scopus databases. - has created an international industrial property subject-matter for which a patent has been granted, registered at the EPO, USPTO or JPO.
	be able to present his/her research results at international scientific events and/or be a member of the organising (or scientific) committees of international scientific events	<i>Has fulfilled at least one of the following requirements:</i> - has presented his/her research results at at least one international scientific event. - has been a member of the scientific committee of at least one international scientific event. - has moderated a section(s) of an international scientific event.
	be able to make a substantial contribution to the production of impactful R&D work	<i>Has fulfilled at least one of the following requirements:</i> - has carried out at least one piece of commissioned research as part of a team with other researchers, which has resulted in a report, recommendations, draft legislation, commercialised products, or a research product with an impact. - has carried out at least one project, either independently or as part of a team with other researchers, which has resulted in report recommendations, draft legislation, commercialised product, or research product with an impact.
	be able to communicate his/her research results effectively to the professional community and to the public at large.	<i>Has fulfilled the following requirement:</i> - has carried out activities to promote science nationally and/or internationally to the professional community and the public.
R&D&I peer review:	is an expert in national or international R&D projects and/or national or international programmes	<i>Has fulfilled at least one of the following requirements:</i> - has been/is an expert in national or international R&D projects and/or national or international programmes. - participates in steering or monitoring groups of national or international research projects. - is registered as a potential expert in national and/or international databases of experts in the evaluation of projects and/or programmes.

	is invited or delegated to prepare expert opinions or recommendations for public and/or private sector entities	<i>Has fulfilled at least one of the following requirements:</i> - has participated as an expert in working groups or commissions set up by public authorities, state and municipal bodies and organisations, business entities, non-governmental organisations. - has carried out scientific research, or has been invited, or has been delegated to provide advice (conclusions, recommendations) in writing to the public, or to entities in the public or private sector. - has carried out scientific research, or has been invited, or has been delegated to provide advice (conclusions, recommendations) in writing to international organisations, institutions, transnational organisations.
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3. **The Confirmed Researcher** must have the competencies listed in the table below, supported by the relevant indicators:

Competence Group	Competences in accordance with the description of mandatory competences for the career stages of researchers in science and higher education institutions, approved by order of the President of LMT	Requirement (indicator)
Carrying out R&D activities:	can understand the potential applications of his/her research results in cultural, social and economic contexts	<i>Has fulfilled at least one of the following requirements:</i> - Publishes research articles in publications listed in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index. - Publishes a peer-reviewed monograph, or a part of a monograph, other than the dissertation, of at least 4 authors. 1.
	can use his/her knowledge to critically analyse, evaluate and synthesise new and complex ideas or opportunities, either on his/her own, or with the help of senior researchers or other mentors	
	can understand the potential applications of his/her research results in cultural, social and economic contexts.	
Organising R&D:	be able to prepare and/or participate in national and/or international research, experimental development and/or innovation, science dissemination projects and/or institutional programmes	<i>Has fulfilled at least one of the following requirements:</i> - has submitted a proposal for at least one national and/or international research, experimental development and/or innovation and/or national and/or international dissemination project. - has been the principal investigator of at least one national and/or international research, experimental development and/or innovation and/or national and/or international dissemination project. - has submitted a proposal for, or has been involved in, at least one research project and/or research programme funded by the University's own resources. - has carried out at least one commissioned research project.

	be able to collaborate with other researchers and work in teams of researchers	<i>Has fulfilled at least one of the following requirements:</i> - was/is a member of a research laboratory and/or research team. - was/is involved in research carried out in collaboration with researchers and/or project partners. - was a member of the organising committee of, or a chairperson or a member of the scientific committee of, a scientific or practical conference. - is a co-author of a scientific paper.
Anticipating the dissemination and impact of R&D results:	be able to publish research results in scientific publications at national and/or international level	<i>Has fulfilled at least one of the following requirements:</i> - Publishes research articles in publications listed in the CA WoS and/or Scopus databases with a non-zero IF or SJR or SNIP citation index. - Publishes a peer-reviewed monograph or part of a peer-reviewed monograph not based on the thesis of at least 4 authors. 1.
	be able to present their research results at scientific events	<i>Has fulfilled at least one of the following requirements:</i> - has presented his/her research results at at least one national or international scientific event. - has been/is a member of the scientific committee of at least one scientific event.
	be able to communicate their research results to the professional community and the public	<i>Has fulfilled the following requirement:</i> - has carried out activities to promote science to the professional community and the public.
R&D&I peer review:	be able to participate in research thematic networks and/or scientific societies, peer review and/or expert panels.	<i>Has fulfilled at least one of the following requirements:</i> - has participated in working groups or commissions set up by public authorities, state and municipal bodies and organisations, business entities, non-governmental organisations. - has participated as a member of national or international expert working groups, associations. - has reviewed scientific articles submitted for publication in scientific journals. - has been a member of a scientific society or a member of a scientific network of scientific research themes (e.g. COST). - has been registered in the databases of experts in the evaluation of national and international projects and/or programmes as a potential expert.

4. **The Early-Stage Researcher** must have the competences listed in the table below, supported by the relevant indicators:

Competence Group	Competences in accordance with the description of mandatory competences for the career stages of researchers in science and higher education institutions, approved by order of the President of LMT	Requirement (indicator)
Carrying out R&D activities:	can carry out research (collect, organise and report scientific data) under the supervision or with the support of established and/or leading researchers	<i>Has fulfilled at least one of the following requirements:</i> - Publishes research articles in publications listed in the CA WoS and/or Scopus databases. - Publishes research articles in peer-reviewed scientific journals.
	understands the research topic and can contribute to its development	
Organising R&D:	be able to participate in research, experimental development and/or innovation, science dissemination projects and/or institutional programmes	<i>Has fulfilled at least one of the following requirements:</i> - has been a co-investigator in at least one research, experimental development and/or innovation and/or dissemination of science project. - has been involved in at least one research project and/or research programme funded by the University's own resources; and - is a third-level student.
	be able to work in a research team	<i>Has fulfilled at least one of the following requirements:</i> - was/is a member of a research laboratory and/or research team. - is a co-author of a scientific paper.
Anticipating the dissemination and impact of R&D results:	be able to present the results of their research	<i>Have fulfilled the following requirement:</i> - presented your research results at at least one scientific event.