



## **SENATE OF MYKOLAS ROMERIS UNIVERSITY**

### **RESOLUTION**

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

April 7, 2026 No. 1SN-30  
Vilnius

Pursuant to Article 28(2)(5) of the Law on Science and Studies of the Republic of Lithuania of , Article 116 of the Statute of Mykolas Romeris University, Paragraphs 120 and 122 of the Statutes of Mykolas Romeris University, and taking into account the Description of Mandatory Competencies for Career Levels of Researchers at Science and Studies Institutions, approved on June 29, 2023, by Order No. V-352 of the Chair of the Lithuanian Science Council, the Senate of Mykolas Romeris University (hereinafter referred to as the "University") resolved on March 31, 2026:

1. To approve the minimum qualification requirements of Mykolas Romeris University for academic staff and the requirements for those seeking to obtain the title of professor or professor emeritus, or the status of associate lecturer or researcher, or affiliated lecturer at Mykolas Romeris University (attached) (hereinafter referred to as the "Requirements").

2. To establish that:

2.1. The Requirements for those seeking to fill positions as lecturers or researchers selected through a public competition shall apply as of June 1, 2026. During the transitional period until June 1, 2026, the provisions of University Senate Resolution No. 1SN-30 of April 30, 2024, "On the Approval of Qualification Requirements for Academic Staff and Requirements for Those Seeking to Obtain the Title of Teacher or Emeritus at Mykolas Romeris University, or the Status of Associate Lecturer or Researcher."

2.2. The minimum qualification requirements for individuals seeking to hold the positions of professor, associate professor, or research staff member under a fixed-term employment contract without a competitive selection process shall apply as of **June 1, 2026**. During the transitional period until June 1, 2026, the requirements set forth in Resolution No. 1SN-64 of the University Senate dated September 3, 2021, "On the Approval of the Minimum Qualification Requirements for Teaching and Research Staff Positions at Mykolas Romeris University, Requirements During the Term of Office, and Requirements for Those Seeking to Obtain a Pedagogical Title."

3. As of June 1, 2026, the following shall be repealed:

3.1. Resolution No. 1SN-64 of the University Senate dated September 3, 2021, "On the Approval of the Minimum Qualification Requirements for Faculty and Research Staff Positions at Mykolas Romeris University, Requirements for the Term of Office, and Requirements for Those Seeking to Obtain a Pedagogical Title."

3.2. Resolution No. 1SN-30 of the University Senate dated April 30, 2024, "On the Approval of Qualification Requirements for Academic Staff and Requirements for Those

Seeking to Obtain a Pedagogical or Emeritus Title, or the Status of Associate Lecturer or Researcher, at Mykolas Romeris University.”

4. To establish that lecturers and researchers appointed to positions pursuant to University Senate Resolution No. 1SN-30 of April 30, 2024 “On the Approval of Qualification Requirements for Academic Staff and Requirements for Those Seeking to Obtain the Title of Professor or Professor Emeritus, or the Status of Associate Lecturer or Researcher, at Mykolas Romeris University,” as well as lecturers and researchers to whom the minimum requirements set forth in the aforementioned resolution apply following a performance evaluation or certification during their term of office, shall have the right, during the first performance evaluation or certification following the entry into force of this University Senate resolution, to choose whether their performance evaluation or certification is conducted in accordance with the minimum requirements for the term of office established by this resolution of the University Senate, or in accordance with the requirements for the term of office established by Resolution No. 1SN-30 of the University Senate dated April 30, 2024.

5. To establish that for the academic staff of Sudovian Academy who were selected through a public competition at Marijampolė College and, following the merger of Marijampolė College, were transferred to Sudovian Academy of the University, until their next regular evaluation or the end of their term, the qualification requirements for lecturers and researchers applied by Marijampolė College during the public competition or after their last regular evaluation, as well as the requirements applicable during their term, shall apply.

6. To establish that academic staff hired without a competitive selection process under a fixed-term employment contract and transferred to the Sudovian Academy of the University following the merger of Marijampolė College shall, until the expiration of their employment contract, be subject to the qualification requirements for lecturers and researchers applied to them by Marijampolė College during their employment.

7. This resolution shall enter into force on the date of its registration.

Chair of the Senate

Prof. Dr. Romas Prakapas

Distribution

1 - Original

1 - To all departments

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APPROVED  
By Resolution No. 1SN-1 of  
the Senate of Mykolas  
Romeris University,  
dated , 2026  
Resolution No. 1SN-

**MINIMUM QUALIFICATION REQUIREMENTS FOR ACADEMIC STAFF AND  
REQUIREMENTS FOR THOSE SEEKING TO OBTAIN THE TITLE OF TITLE OF  
TEACHER OR EMERITUS, THE STATUS OF ASSOCIATE LECTURER OR  
RESEARCHER, OR AFFILIATED LECTURER**

**I. GENERAL PROVISIONS**

1. The minimum qualification requirements for academic staff and the requirements for those seeking to obtain the title of Professor or Professor Emeritus, or the status of Associate Lecturer, Researcher, or Affiliated Lecturer at Mykolas Romeris University (hereinafter referred to as the "University") (hereinafter referred to as the "Requirements") are governed by:

- 1.1. the minimum qualification requirements for faculty and research staff positions;
- 1.2. the requirements for those seeking to become a research assistant or teaching assistant;
- 1.3. the minimum requirements for lecturers and researchers selected through a public competition during their term of office;
- 1.4. the requirements for those seeking to receive a University teaching title and the procedure for awarding such a title;
- 1.5. the requirements and procedure for conferring the title of University Emeritus;
- 1.6. the requirements and procedure for granting the status of an associate lecturer or researcher at the University;
- 1.7. the requirements and procedure for granting the status of University Affiliated Lecturer.

2. In accordance with these Requirements:

2.1. The career path for University researchers consists of four levels, as established by the Law on Science and Studies of the Republic of Lithuania:

2.1.1. entry-level researcher-a person holding a master's degree or an equivalent higher education qualification who engages in scientific (artistic) activities under the supervision of a recognized or leading researcher;

2.1.2. confirmed researcher-a scientist (Doctor of Arts) whose scientific (artistic) activities are not entirely independent;

2.1.3. recognized researcher - a scientist (Doctor of Arts) who has achieved a level of independence in scientific (artistic) activities;

2.1.4. leading researcher - an independent scientist (Doctor of Arts) who is a leader in their field of research or science (arts).

2.2. The mandatory competencies for researchers at each level at the University are determined in accordance with the Description of Mandatory Competencies for Career Levels of Researchers at Research and Study Institutions, approved by order of the Chair of the Lithuanian Science Council.

2.3. An early-career researcher is a researcher in the initial stage of independent scientific activity, including doctoral students, postdoctoral fellows, and other researchers

during the first 7 years after obtaining a doctoral degree, who are seeking to establish their scientific competence and academic career.

2.4. Competency development-participation in teaching, research, and general competency development activities (training sessions, conferences, internships, seminars, etc.) designed for faculty and researchers, for which participants are issued a certificate of participation or completion.

2.5. Science communication-the dissemination of research results and knowledge in a form accessible to the general public, aimed at increasing scientific literacy, critical thinking, and public trust in science, carried out through public lectures, popular science presentations for non-academic audiences, publications in non-scientific journals, participation in public events, media appearances, or other science communication activities.

2.6. An international scientific event is a scientific event dedicated to the presentation and dissemination of research results, in which researchers from at least two countries participate, and at least half of the presenters are from foreign institutions, thereby ensuring the event's international character and contributing to the development of international scientific cooperation.

2.7. An international scientific article in a peer-reviewed scientific journal with a citation index is a scientific article in a peer-reviewed scientific journal that is indexed in the CA WoS database and has a JIF citation index, belonging to the SCIE and (or) SSCI journal collections, and (or) is indexed in the Scopus database and has an SNIP citation index.

2.8. An internationally recognized scientific publisher is defined as a publisher whose activities comply with the University's high standards for ensuring scientific quality, global digital dissemination, and long-term preservation, developed in accordance with international initiatives for responsible research evaluation, such as the UNESCO Recommendation on Open Science and the Coalition for the Reform of Academic Research Assessment (CoARA). The Rector, by his or her order, approves and periodically updates the evaluation criteria for internationally recognized scientific publishers and their indicative list, taking into account the proposal of the Senate's Committee on Science and Doctoral Studies.

2.9. An international project is a project funded by international programs or foundations, as well as a project funded by national funds, provided that it involves partners (institutions) from two or more countries and the activities are based on cross-border cooperation, or the project is implemented under a coordinated bilateral or multilateral call for proposals, where funding in each country is allocated by a national funding agency, however, the selection, thematic focus, or implementation of the projects is carried out on an international basis.

2.10. The following equivalencies are used when assessing compliance with the minimum eligibility requirements and requirements during the term of office:

2.10.1. leadership of an international high-level research and experimental development (hereinafter "R&D") or research, experimental development, and innovation (hereinafter "R&D&I") project or part thereof at the University, where the University is responsible for the implementation of at least one work package or activity, and where the total value of the project or the University's share of the project under the applicant's leadership is not less than 35,000 euros, shall be considered equivalent to 2 scientific articles in journals included in the CA WoS and (or) Scopus databases with a non-zero citation index; and where, under the same conditions, the value is less than 35,000 euros-to one scientific article in journals included in the CA WoS and (or) Scopus databases with a non-zero citation index;

2.10.2. an international industrial property right for which a patent has been granted and which is registered with the European Patent Office (EPO), the United States Patent and Trademark Office (USPTO), or the Japan Patent Office (JPO), is equivalent to 5

scientific articles published in peer-reviewed scientific journals, of which 2 scientific articles were published in scientific journals included in the CA WoS and (or) Scopus databases, and of these, 1 scientific article was published in a foreign scientific journal with a non-zero JIF, CiteScore, or SNIP citation index;

2.10.3. a national industrial property right for which a patent has been granted and which is registered with the State Patent Bureau of the Republic of Lithuania (VPB) is equivalent to 5 scientific articles in peer-reviewed scientific journals;

2.10.4. for scientific monographs, scientific studies, and peer-reviewed edited books published by internationally recognized scientific publishers, the portion of one author's contribution attributable to a single University faculty member or researcher is equivalent to:

2.10.4.1. a scientific article published in a foreign scientific journal included in the CA WoS and/or Scopus databases with a non-zero citation index, provided that the journal is indexed in the CA WoS and/or Scopus databases;

2.10.4.2. or 1 scientific article published in a foreign scientific journal included in the CA WoS and/or Scopus databases without a citation index, provided that the journal is not indexed in the CA WoS and/or Scopus databases;

2.10.5. other monographs, scientific studies, peer-reviewed books (*edited books*), and textbooks used in the direct teaching process and related to the subjects taught by the applicant; 1 unit of authorial output attributable to a single University faculty member or researcher is equivalent to 1 research article in a peer-reviewed scientific journal.

2.11. When calculating authorial contributions in accordance with subparagraphs 2.10.4 and 2.10.5, the author's contributions to multiple scientific publications of the same type are summed.

*Amended:*

*Resolution No. ISN-31 of the Senate of Mykolas Romeris University, dated April 14, 2026*

2.12. Due to exceptionally important, objective, and justified personal, professional, or other circumstances beyond the employee's control that prevent him or her from traveling to a foreign country, teaching or research internship activities may be conducted virtually in accordance with a teaching or internship plan agreed upon in advance with the host institution and approved by the university, which is formalized by an internal legal act (an order of the rector granting permission to teach or conduct a research internship virtually at a university in a foreign country). Upon completion of virtual teaching or research internship activities at a foreign research and/or study institution, a certificate issued by the host institution must be submitted to the university for academic recognition.

3. Abbreviations used in these Requirements:

3.1. AIF - Aggregate Impact *Factor* for journal subject categories;

3.2. CA WoS - *Clarivate Web of Science* database;

3.3. CiteScore - a citation metric for scientific journals used in the Scopus database;

3.4. JIF - *Journal Impact Factor* in the CA WoS database;

3.5. JPO - Japan Patent Office;

3.6. SCIE - citation metrics for the *Science Citation Index Expanded* in the CA WoS database;

3.7. SNIP - Source-Normalized *Impact per Paper* in the Scopus database;

3.8. SSCI - Social Sciences Citation *Index* in the CA WoS database;

4. The terms used in these Requirements shall be understood as defined in the Law on Science and Studies and in the University's legal acts.

## **II. MINIMUM QUALIFICATION REQUIREMENTS FOR FACULTY AND RESEARCH STAFF IN THE HUMANITIES AND SOCIAL SCIENCES, AND REQUIREMENTS FOR THOSE SEEKING TO BECOME RESEARCHERS OR PRACTICAL TEACHING ASSISTANT**

5. This chapter establishes the minimum qualification requirements for positions held by individuals seeking to serve as **a professor, associate professor, assistant, chief researcher, senior researcher, researcher, research fellow, junior assistant, junior researcher, research assistant, senior lecturer, lecturer, professor of practice, associate professor of practice, practical teaching assistant, visiting professor, visiting chief researcher, visiting associate professor, and visiting senior researcher.**

6. A leading researcher may apply for the position of **Professor**:

6.1. who, after defending their dissertation, have at least 5 years of experience in teaching and/or research at a university;

6.2. who, after defending their dissertation, have published at least 10 scientific articles in the field in which they are applying for the position, in peer-reviewed scientific journals, including at least 3 scientific articles published in the last 5 years in international scientific journals (at least one as the sole author or lead co-author) indexed in the CA WoS and (or) Scopus databases, of which at least one must have been published in a journal with a non-zero JIF, CiteScore, or SNIP citation index, and at least one in foreign scientific journals or with co-authors from foreign scientific and/or academic institutions ;

6.3. possesses competencies in accordance with the mandatory competency groups, based on indicators and data no older than the last 5 years prior to the date of submission of documents for employment:

**6.3.1. Conducting R&D activities.** For these competencies: *(a) is able to make a significant contribution, through their own scientific results, to the development of one or even several research topics at the national and/or international level; is able to critically evaluate, identify, and/or implement promising (strategically important) research topics and/or opportunities for experimental development; has an academic reputation based on internationally recognized research results in their research topic(s); is able to assess (understand) the broader impact and potential applications of their research results within a broad cultural, social, and economic context; has met at least one of the following requirements:*

6.3.1.1. has reviewed scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index;

6.3.1.2. is (or was) a guest editor and/or a member of the editorial board of periodicals and/or individual publications referenced in international databases;

6.3.1.3. holds (or has held) leadership positions in international academic research networks;

6.3.1.4. has been awarded for significant scientific achievements at the national or international level;

6.3.1.5. participates (or has participated) as an expert in the activities of national and/or international expert groups or commissions.

**6.3.2. Organization of R&D:**

6.3.2.1. To demonstrate these competencies *(the ability to lead the preparation and implementation of international research, experimental development, and/or innovation projects, science dissemination projects, and/or programs carried out by institutions)*, the candidate has met at least one of the following requirements:

6.3.2.1.1. as a project manager, prepared at least one application for an international research, experimental development, and/or innovation and/or scientific dissemination project;

6.3.2.1.2. is (or has been) the project leader of at least one international research, experimental development, and/or innovation and/or science dissemination project (for a

period of no less than 12 months, unless the funding terms specify a shorter project implementation period);

6.3.2.1.3. is (has been) the principal investigator of at least one research project funded by the University's own funds (for a period of no less than 12 months, unless the funding terms specify a shorter project duration) or, as a project director, submitted such an application to and/or leads (or has led) a research program in a specific field of study (for at least 12 months);

6.3.2.1.4. leads (or has led) at least one commissioned research project, the outcome of which was a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

6.3.2.1.5. has initiated and, as a compiler or editor-in-chief, coordinated at least one international scientific publication (a collective monograph or a collection of scientific articles), published by an internationally recognized publisher, bringing together authors from at least three different countries and organizing the publication process.

6.3.2.2. For these competencies (*the ability to train researchers by supervising, advising, or carrying out other research training activities, and/or the ability to serve as the leader of an independent research group or otherwise demonstrate leadership in organizing research*), the candidate has fulfilled at least one of the following requirements:

6.3.2.2.1. supervises (has supervised) a dissertation;

6.3.2.2.2. supervises a postdoctoral fellowship and/or has supervised a postdoctoral fellowship for which the report has been approved;

6.3.2.2.3. serves as an advisor to a dissertation and/or served as an advisor to a successfully defended dissertation, officially appointed by the doctoral committee;

6.3.2.2.4. is (was) a member of the dissertation defense committee;

6.3.2.2.5. is (was) a member of the doctoral committee;

6.3.2.2.6. teaches (taught) doctoral students;

6.3.2.2.7. has served as a reviewer of a dissertation proposal or dissertation;

6.3.2.2.8. has served as an advisor to a foreign doctoral student, appointed by order of the rector;

6.3.2.2.9. heads (or has headed) (for at least 12 months) a research laboratory or another structural unit engaged in scientific activities;

6.3.2.2.10. leads (or has led) joint research conducted in collaboration with scientists and/or project partners;

6.3.2.2.11. leads (has led) national and/or international expert groups or commissions.

### **6.3.3. Dissemination of R&D results and assessment of their impact:**

6.3.3.1. To demonstrate these competencies (*is able to present their research results as an invited speaker at international scientific events and/or is a member of the scientific committees of international scientific events*), the candidate has met at least one of the following requirements:

6.3.3.1.1. has presented the results of their research as an invited speaker at at least one international scientific event;

6.3.3.1.2. is (or has been) a member of the scientific committee of at least one international scientific event;

6.3.3.1.3. has moderated a session (or sessions) at an international scientific event.

6.3.3.2. To demonstrate these competencies (*ability to conduct high-impact R&D work*), the candidate has met at least one of the following requirements:

6.3.3.2.1. Independently or as part of a team with other researchers, has carried out at least one commissioned research project, the result of which was a report,

recommendations, a draft legislative act, a commercialized product, or another high-impact research output;

6.3.3.2.2. have independently or as part of a team with other researchers carried out at least one project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with a significant impact;

6.3.3.3. To demonstrate these competencies (*the ability to effectively communicate knowledge about one's research results to the professional community and the general public at the national and international levels*), the candidate carries out (or has carried out) science outreach activities at the national and/or international level for the general public.

#### **6.3.4. Expert evaluation of R&D&I:**

6.3.4.1. Based on these competencies (*is an expert in international R&D projects and/or national and international programs*), has met at least one of the following requirements:

6.3.4.1.1. is (or was) an expert in the evaluation of international R&D projects and/or national and international programs;

6.3.4.1.2. participates (has participated) in management or oversight groups for international research projects;

6.3.4.1.3. is registered in national and/or international databases of project and/or program evaluation experts as a potential expert.

6.3.4.2. To demonstrate these competencies (*the ability to initiate, or to be invited or delegated to prepare expert conclusions or recommendations regarding the development of the public and/or private sectors*), the candidate has met at least one of the following requirements:

6.3.4.2.1. participates (has participated) as an expert in working groups or commissions formed by state governance institutions, state and municipal agencies and organizations, business entities, and nongovernmental organizations, and/or chairs (has chaired) such groups or commissions;

6.3.4.2.2. while conducting scientific research, or upon invitation or delegation, provides (has provided) written consultations (conclusions, recommendations) to the public or to entities in the public or private sectors;

6.3.4.2.3. while conducting scientific research, or upon invitation or delegation, provides (has provided) written consultations (conclusions, recommendations) to international organizations, institutions, and transnational organizations;

**7. A leading or recognized researcher may apply for the position of Associate Professor:**

7.1. who has at least 2 years of experience in teaching and/or scientific research at a higher education institution;

7.2. who has published at least 7 scientific articles in the field in which they are applying for the position, in peer-reviewed scientific journals, including at least 3 scientific articles published in international peer-reviewed scientific journals over the past 5 years, of which at least 1 scientific article must have been published in a journal included in the CA WoS and (or) Scopus databases with a non-zero JIF, CiteScore, or SNIP citation index;

7.3. possess competencies in accordance with the mandatory competency groups, based on indicators and data no older than the last 5 years prior to the date of submission of documents for employment:

7.3.1. **Conducting R&D activities.** These competencies include (*the ability to contribute, through one's own scientific results, to the development of research topics at the national and/or international level; is able to critically evaluate and/or implement promising research topics and/or opportunities for experimental development; has an academic reputation based on research results in their research topic(s) that are recognized at the*

*national or international level; is able to assess the impact and potential applications of their research results in cultural, social, and economic contexts; has met at least one of the following requirements:*

7.3.1.1. has reviewed scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index, or in journals included in international databases;

7.3.1.2. is (or has been) a guest editor and/or a member of the editorial board of periodicals and/or individual publications indexed in national or international databases;

7.3.1.3. actively participates in academic research networks (e.g., COST);

7.3.1.4. has been awarded for significant scientific achievements;

7.3.1.5. participates as an expert in the activities of national and/or international expert groups or commissions.

**7.3.2. Organization of R&D:**

7.3.2.1. Based on these competencies (*the ability to prepare and/or participate in national or international research, experimental development, and/or innovation, science dissemination projects, or to lead, prepare, and/or implement programs carried out by institutions*), has met at least one of the following requirements:

7.3.2.1.1. led and/or participated in the preparation of at least one application for a national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

7.3.2.1.2. is (or was) the principal investigator of at least one national and/or international research, experimental development and/or innovation and/or national and/or international scientific dissemination project (for a period of no less than 12 months, unless the funding conditions specify a shorter project implementation period) or an implementer;

7.3.2.1.3. prepared an application for or participated in the implementation of at least one research project and/or research program in a specific field funded by the University's own resources;

7.3.2.1.4. has led or carried out at least one commissioned research project, the result of which was a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

7.3.2.1.5. initiated and/or participated in the preparation of at least one international scientific publication (a collective monograph or a collection of scientific articles) published by an internationally recognized publisher, bringing together authors from at least three different countries and contributing to the organization of the publication process.

7.3.2.2. To demonstrate these competencies (*the ability to serve as the leader of a small research group or otherwise demonstrate leadership in organizing research*), the candidate has met at least one of the following requirements:

7.3.2.2.1. leads (or has led) a research laboratory, another structural unit engaged in research activities, or a group of researchers (for at least 12 months);

7.3.2.2.2. leads (or has led) joint research conducted in collaboration with researchers and/or project partners;

7.3.2.2.3. has been a member or chair of the organizing committee of a scientific or practical conference, or a member or chair of the scientific committee.

7.3.2.3. To demonstrate these competencies (*participation in the training of early-career researchers*), the candidate has met at least one of the following requirements:

7.3.2.3.1. supervises (or has supervised) a dissertation;

7.3.2.3.2. is supervising a postdoctoral fellowship and/or has supervised a postdoctoral fellowship for which the report has been approved;

- 7.3.2.3.3. is a consultant for a dissertation and/or was a consultant for a successfully defended dissertation, officially appointed by the doctoral committee;
- 7.3.2.3.4. is (was) a member of the dissertation defense committee;
- 7.3.2.3.5. is (was) a member of a doctoral committee;
- 7.3.2.3.6. teaches (taught) doctoral students;
- 7.3.2.3.7. supervises (supervised) the research internship of a doctoral student from a foreign academic and research institution;
- 7.3.2.3.8. has served as a reviewer of a dissertation proposal or dissertation;
- 7.3.2.3.9. has served as an advisor to a doctoral student from a foreign institution, appointed by order of the rector;
- 7.3.2.3.10. is a co-author of a scientific publication prepared with a junior researcher;
- 7.3.2.3.11. leads or participates in research projects that include early-career researchers;
- 7.3.2.3.12. participates in the review or quality assurance processes for the scientific work of early-career researchers.

**7.3.3. Dissemination of R&D results and assessment of their impact:**

7.3.3.1. To demonstrate these competencies (*ability to present one's research results at international scientific events and/or membership on the organizational (or scientific) committees of international scientific events*), the candidate has met at least one of the following requirements:

- 7.3.3.1.1. presented their research results at at least one international scientific event;
- 7.3.3.1.2. is (or has been) a member of the scientific committee of at least one international scientific event;
- 7.3.3.1.3. has chaired a session (or sessions) at an international scientific event.

7.3.3.2. To demonstrate these competencies (*the ability to contribute significantly to the creation of impactful R&D projects*), the candidate has met at least one of the following requirements:

- 7.3.3.2.1. in a team with other researchers, has carried out at least one commissioned research project, the result of which was a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;
- 7.3.3.2.2. have independently or in collaboration with other researchers carried out at least one project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output.

7.3.3.3. To demonstrate these competencies (*the ability to effectively communicate knowledge about their research results to the professional community and the general public*), they carry out (or have carried out) science outreach activities at the national and/or international level for the general public.

**7.3.4. Expert evaluation of R&D&I:**

7.3.4.1. To demonstrate these competencies (*is an expert in national or international R&D projects and/or national or international programs*), the candidate has met at least one of the following requirements:

- 7.3.4.1.1. is (was) an expert on national or international R&D projects and/or national or international programs;
- 7.3.4.1.2. is (or has been) a member of management or oversight groups for national or international research projects;
- 7.3.4.1.3. is registered in national and/or international databases of project and/or program evaluation experts as a potential expert.

7.3.4.2. To demonstrate these competencies (*being invited or delegated to prepare expert opinions or recommendations for public and/or private sector entities*), the candidate has met at least one of the following requirements:

7.3.4.2.1. participates (or has participated) as an expert in working groups or commissions formed by state administrative bodies, state and municipal agencies and organizations, business entities, and nongovernmental organizations;

7.3.4.2.2. while conducting scientific research, and either upon invitation or by delegation, has provided written consultations (conclusions, recommendations) to the public or to entities in the public or private sectors;

7.3.4.2.3. while conducting scientific research, either upon invitation or by delegation, provided written consultations (conclusions, recommendations) to international organizations, institutions, and transnational organizations.

8. To be eligible for the position of **Assistant**, one must hold a degree no lower than that of a confirmed researcher:

8.1. has published at least 2 scientific articles in peer-reviewed scientific journals, of which at least 1 scientific article was published within the last 5 years in a peer-reviewed scientific journal included in international databases;

8.2. possesses competencies in accordance with the mandatory competency groups, based on indicators and data from no more than the last 5 years prior to the date of submission of documents for employment:

**8.2.1. Organization of R&D:**

8.2.1.1. To demonstrate these competencies (*ability to organize and/or participate in national and/or international research, experimental development, and/or innovation projects, as well as science dissemination projects and/or programs carried out by institutions*), the candidate has met at least one of the following requirements:

8.2.1.1.1. prepared an application for at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

8.2.1.1.2. is (or has been) the principal investigator of at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

8.2.1.1.3. has prepared an application or is participating (or has participated) in the implementation of at least one research project and/or research program in a specific field funded by the University's own funds;

8.2.1.1.4. is conducting (or has conducted) at least one commissioned research project;

8.2.1.1.5. has initiated and/or participated in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles).

8.2.1.2. To demonstrate these competencies (*ability to collaborate with other researchers and work in research groups*), the candidate has met at least one of the following requirements:

8.2.1.2.1. is (was) a member of a research laboratory and/or a research group;

8.2.1.2.2. is (or was) participating in scientific research conducted in collaboration with researchers and/or project partners;

8.2.1.2.3. is (or was) a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee.

**8.2.2. Dissemination of R&D results and assessment of their impact:**

8.2.2.1. To demonstrate these competencies (*ability to present their research results at scientific events*), they have met at least one of the following requirements:

8.2.2.1.1. presented their research results at at least one national or international scientific event;

8.2.2.1.2. is (or has been) a member of the scientific committee of at least one scientific event.

8.2.2.2. To demonstrate these competencies (*ability to communicate knowledge about their research results to the professional community and the general public*), they carry out (or have carried out) science outreach activities for the general public.

**8.2.3. R&D&I Expert Evaluation:**

8.2.3.1. To demonstrate these competencies (*ability to participate in research networks and/or scientific societies, review panels, and/or expert groups*), the candidate has met at least one of the following requirements:

8.2.3.1.1. participates (has participated) in working groups or commissions formed by government agencies, state and municipal institutions and organizations, business entities, and nongovernmental organizations;

8.2.3.1.2. participates (has participated) as a member in national or international expert working groups or associations;

8.2.3.1.3. has reviewed scientific articles submitted for publication in scientific journals;

8.2.3.1.4. is a member of scientific societies or thematic research networks (e.g., COST);

8.2.3.1.5. is registered in national and/or international databases of experts for the evaluation of projects and/or programs as a potential expert.

9. A leading researcher may apply for the position of **Chief Researcher** if:

9.1. has at least 5 years of experience in teaching and/or research at a university following the defense of their dissertation;

9.2. who, after defending their dissertation, has published at least 15 scientific articles in the field in which they are applying for the position, in peer-reviewed scientific journals, including at least 5 scientific articles published in the last 5 years in international scientific journals (at least one as the sole author or lead co-author) indexed in the CA WoS and (or) Scopus databases (at least 2 of which must have a non-zero JIF, CiteScore, or SNIP citation index), and of these, at least 3 articles must have been published in foreign scientific journals or with co-authors from foreign scientific and/or academic institutions;

9.3. Possesses competencies in accordance with the mandatory competency groups, based on indicators and data from no more than the last 5 years prior to the date of submission of documents for employment:

**9.3.1. Conducting R&D activities.** For these competencies: (*is able to make a significant contribution, through their own scientific results, to the development of a research topic or even several topics at the national and/or international level; is able to critically evaluate, identify, and/or implement promising (strategically important) research topics and/or opportunities for experimental development; has an academic reputation based on internationally recognized research results in their research topic(s); is able to assess (understand) the broader impact and application potential of their research results within a broad cultural, social, and economic context; has met at least one of the following requirements:*

9.3.1.1. has reviewed scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index;

9.3.1.2. is (or was) a guest editor and/or a member of the editorial board of periodicals and/or individual publications indexed in international databases;

9.3.1.3. holds (or has held) leadership positions in international academic research networks;

9.3.1.4. has been awarded for significant scientific achievements at the national or international level;

9.3.1.5. participates (has participated) as an expert in the activities of national and/or international expert groups or commissions.

### **9.3.2. Organization of R&D:**

9.3.2.1. To demonstrate these competencies (*ability to lead the preparation and implementation of international research, experimental development, and/or innovation projects, science dissemination projects, and/or programs carried out by institutions*), the candidate has met at least one of the following requirements:

9.3.2.1.1. as a project leader, prepared an application for at least one international research, experimental development, and/or innovation and/or scientific dissemination project;

9.3.2.1.2. is (or was) the project leader of at least one international research, experimental development, and/or innovation and/or science dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period);

9.3.2.1.3. is (has been) the principal investigator of at least one research project funded by the University's own funds (for a period of no less than 12 months, unless the funding terms specify a shorter project duration) or, as a project director, submitted such an application to and/or leads (or has led) a research program in a specific field of study (for at least 12 months);

9.3.2.1.4. leads (or has led) at least one commissioned research project, the outcome of which was a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

9.3.2.1.5. has initiated and, as a compiler or editor-in-chief, coordinated at least one international scientific publication (a collective monograph or a collection of scientific articles), published by an internationally recognized publisher, bringing together authors from at least three different countries and organizing the publication process.

9.3.2.2. For these competencies (*the ability to train researchers by supervising, advising, or carrying out other research training activities, and/or the ability to serve as the leader of an independent research group or otherwise demonstrate leadership in organizing research*), the candidate has met at least one of the following requirements:

9.3.2.2.1. supervises (has supervised) a dissertation;

9.3.2.2.2. supervises a postdoctoral fellowship and/or has supervised a postdoctoral fellowship for which the report has been approved;

9.3.2.2.3. serves as an advisor to a doctoral dissertation and/or served as an advisor to a successfully defended doctoral dissertation, officially appointed by the doctoral committee;

9.3.2.2.4. is (was) a member of the dissertation defense committee;

9.3.2.2.5. is (was) a member of the doctoral committee;

9.3.2.2.6. teaches (has taught) doctoral students and/or conducts (has conducted) specialized training sessions, seminars, courses, or other academic activities aimed at developing doctoral students' competencies;

9.3.2.2.7. served as a reviewer of a dissertation proposal or dissertation;

9.3.2.2.8. served as an advisor to a foreign doctoral student, appointed by order of the rector;

9.3.2.2.9. heads (or has headed) (for at least 12 months) a research laboratory or other organizational unit engaged in scientific activities;

9.3.2.2.10. leads (or has led) joint research conducted in collaboration with scientists and/or project partners;

9.3.2.2.11. leads (has led) national and/or international expert groups or commissions.

### **9.3.3. Dissemination of R&D results and assessment of their impact:**

9.3.3.1. To demonstrate these competencies (*is able to present their research results as an invited speaker at international scientific events and/or is a member of the scientific committees of international scientific events*), the candidate has met at least one of the following requirements:

9.3.3.1.1. presented the results of their research as an invited speaker at at least one international scientific event;

9.3.3.1.2. is (or has been) a member of the scientific committee of at least one international scientific event;

9.3.3.1.3. has moderated a session (or sessions) at an international scientific event.

9.3.3.2. To demonstrate these competencies (*ability to conduct high-impact R&D work*), the candidate has met at least one of the following requirements:

9.3.3.2.1. Independently or as part of a team with other researchers, has carried out at least one commissioned research project, the result of which was a report, recommendations, a draft legislative act, a commercialized product, or another high-impact research output;

9.3.3.2.2. have independently or as part of a team with other researchers carried out at least one project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with a significant impact;

9.3.3.3. To demonstrate these competencies (*the ability to effectively communicate knowledge about one's research results to the professional community and the general public at the national and international levels*), the candidate carries out (or has carried out) science outreach activities at the national and/or international level for the general public.

### **9.3.4. Expert evaluation of R&D&I:**

9.3.4.1. Based on these competencies (*is an expert in international R&D projects and/or national and international programs*), has met at least one of the following requirements:

9.3.4.1.1. is (or was) an expert in the evaluation of international R&D projects and/or national and international programs;

9.3.4.1.2. participates (has participated) in management or oversight groups for international research projects;

9.3.4.1.3. is registered in national and/or international databases of project and/or program evaluation experts as a potential expert.

9.3.4.2. To demonstrate these competencies (*the ability to initiate, or to be invited or delegated to prepare expert conclusions or recommendations regarding the development of the public and/or private sectors*), the candidate has met at least one of the following requirements:

9.3.4.2.1. participates (has participated) as an expert in working groups or commissions formed by state governance institutions, state and municipal agencies and organizations, business entities, and nongovernmental organizations, and/or chairs (has chaired) such groups or commissions;

9.3.4.2.2. while conducting scientific research, or upon invitation or delegation, provides (has provided) written consultations (conclusions, recommendations) to the public or to entities in the public or private sectors;

9.3.4.2.3. while conducting scientific research, or upon invitation or delegation, provides (has provided) written consultations (conclusions, recommendations) to international organizations, institutions, and transnational organizations;

10. A leading or recognized researcher may apply for the position **of Senior Researcher** if:

10.1. who has at least 2 years of experience in teaching and/or research at a higher education institution;

10.2. who have published at least 7 scientific articles in peer-reviewed journals in the field for which they are applying, of which at least 3 scientific articles in the last 5 years must have been published in international scientific journals included in the CA WoS and (or) Scopus databases (at least one of which must have a non-zero JIF, CiteScore, or SNIP citation index), and among these, at least one article published in a foreign scientific journal or co-authored with researchers from foreign scientific and/or academic institutions;

10.3. possessing competencies in accordance with the mandatory competency groups, based on indicators and data from no more than the last 5 years prior to the date of submission of documents for employment:

**10.3.1. Conducting R&D activities.** *These competencies include (the ability to contribute, through one's own scientific results, to the development of research topics at the national and/or international level; is able to critically evaluate and/or implement promising research topics and/or opportunities for experimental development; has an academic reputation based on research results in their research topic(s) that are recognized at the national or international level; is able to assess the impact and potential applications of their research results in cultural, social, and economic contexts; has met at least one of the following requirements:*

10.3.1.1. has reviewed scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index, or in journals included in international databases;

10.3.1.2. is (or has been) a guest editor and/or a member of the editorial board of periodicals and/or individual publications indexed in national or international databases;

10.3.1.3. actively participates in the activities of academic research networks (e.g., COST);

10.3.1.4. has been awarded for significant scientific achievements;

10.3.1.5. participates as an expert in the activities of national and/or international expert groups or commissions.

**10.3.2. Organization of R&D:**

10.3.2.1. Based on these competencies *(the ability to prepare for and/or participate in national or international research, experimental development, and/or innovation, dissemination of scientific knowledge, or to lead, prepare, and/or implement programs carried out by institutions)*, the candidate has met at least one of the following requirements:

10.3.2.1.1. led and/or participated in the preparation of at least one application for a national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

10.3.2.1.2. is (or was) the principal investigator of at least one national and/or international research, experimental development and/or innovation and/or national and/or international scientific dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or an implementer;

10.3.2.1.3. prepared an application for or participated in the implementation of at least one research project and/or research program in a specific field funded by the University's own resources;

10.3.2.1.4. has led or carried out at least one commissioned research project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

10.3.2.1.5. initiated and/or participated in the preparation of at least one international scientific publication (a collective monograph or a collection of scientific articles) published by an internationally recognized publisher, bringing together authors from at least three different countries and contributing to the organization of the publication process.

10.3.2.2. To demonstrate these competencies (*the ability to serve as the leader of a small research group or otherwise demonstrate leadership in organizing research*), the candidate has met at least one of the following requirements:

10.3.2.2.1. leads (or has led) a research laboratory, another structural unit engaged in research activities, or a group of researchers (for a period of at least 12 months);

10.3.2.2.2. leads (or has led) joint research conducted in collaboration with researchers and/or project partners;

10.3.2.2.3. served as a member or chair of the organizing committee of a scientific or practical conference, or as a member or chair of the scientific committee.

10.3.2.3. To demonstrate these competencies (*participation in the training of early-career researchers*), the candidate has met at least one of the following requirements:

10.3.2.3.1. supervises (has supervised) a dissertation;

10.3.2.3.2. is supervising a postdoctoral fellowship and/or has supervised a postdoctoral fellowship for which the report has been approved;

10.3.2.3.3. serves as an advisor to a dissertation and/or served as an advisor to a successfully defended dissertation, officially appointed by the doctoral committee;

10.3.2.3.4. is (was) a member of the dissertation defense committee;

10.3.2.3.5. is (was) a member of the doctoral committee;

10.3.2.3.6. teaches (taught) doctoral students and/or conducts (conducted) specialized training sessions, seminars, courses, or other academic activities aimed at developing the competencies of doctoral students;

10.3.2.3.7. supervises (supervised) the research internship of a doctoral student from a foreign research and academic institution;

10.3.2.3.8. served as a reviewer of a dissertation proposal or dissertation;

10.3.2.3.9. served as an advisor to a doctoral student from a foreign institution, appointed by order of the rector;

10.3.2.3.10. is a co-author of a scientific publication prepared with a junior researcher;

10.3.2.3.11. leads or participates in research projects that include early-career researchers;

10.3.2.3.12. participates in the peer review or quality assurance processes for the scientific work of early-career researchers.

### **10.3.3. Dissemination of R&D results and assessment of their impact:**

10.3.3.1. To demonstrate these competencies (*ability to present one's research results at international scientific events and/or membership on the organizational (or scientific) committees of international scientific events*), the candidate has met at least one of the following requirements:

10.3.3.1.1. presented the results of their research at at least one international scientific event;

10.3.3.1.2. is (or has been) a member of the scientific committee of at least one international scientific event;

10.3.3.1.3. has moderated a session (or sessions) at an international scientific event.

10.3.3.2. To demonstrate these competencies (*the ability to contribute significantly to the creation of impactful R&D work*), the candidate has met at least one of the following requirements:

10.3.3.2.1. in collaboration with other researchers, carried out at least one commissioned research project, the result of which was a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

10.3.3.2.2. have independently or in collaboration with other researchers carried out at least one project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output.

10.3.3.3. To demonstrate these competencies (*the ability to effectively communicate knowledge about their research results to the professional community and the general public*), they carry out (or have carried out) science outreach activities at the national and/or international level for the general public.

#### **10.3.4. Expert evaluation of R&D&I:**

10.3.4.1. Based on these competencies (*is an expert in national or international R&D projects and/or national or international programs*), the candidate has met at least one of the following requirements:

10.3.4.1.1. is (or was) an expert in national or international R&D projects and/or national or international programs;

10.3.4.1.2. participates (has participated) in management or oversight groups for national or international research projects;

10.3.4.1.3. is registered in national and/or international databases of project and/or program evaluation experts as a potential expert.

10.3.4.2. To substantiate these competencies (*is invited or delegated to prepare expert opinions or recommendations for public and/or private sector entities*), the candidate has met at least one of the following requirements:

10.3.4.2.1. participates (or has participated) as an expert in working groups or commissions formed by state administrative bodies, state and municipal agencies and organizations, business entities, and nongovernmental organizations;

10.3.4.2.2. while conducting scientific research, and either upon invitation or by delegation, has provided written consultations (conclusions, recommendations) to the public or to entities in the public or private sectors;

10.3.4.2.3. while conducting scientific research, either upon invitation or by delegation, provided written consultations (conclusions, recommendations) to international organizations, institutions, and transnational organizations.

11. To be eligible for a **Researcher** position, a candidate must hold a rank no lower than that of an approved researcher:

11.1. has published at least 3 scientific articles in peer-reviewed scientific journals, including at least 1 scientific article published within the last 5 years in an international scientific journal indexed in the CA WoS or Scopus databases with a non-zero citation index;

11.2. possesses competencies in accordance with the required competency groups, based on indicators and data from no more than the past 5 years prior to the date of submission of documents for employment:

#### **11.2.1. Organization of R&D:**

11.2.1.1. To demonstrate these competencies (*ability to prepare and/or participate in national and/or international research, experimental development, and/or innovation*

*projects, as well as science dissemination projects and/or programs carried out by institutions*), the candidate has met at least one of the following requirements:

11.2.1.1.1. has prepared an application for at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

11.2.1.1.2. is (or was) the principal investigator of at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

11.2.1.1.3. has prepared an application or is participating (has participated) in the implementation of at least one research project and/or research program in a specific field funded by the University's own funds;

11.2.1.1.4. is conducting (or has conducted) at least one commissioned research project;

11.2.1.1.5. has initiated and/or participated in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles);

11.2.1.2. To demonstrate these competencies (*ability to collaborate with other researchers and work in research groups*), the candidate has met at least one of the following requirements:

11.2.1.2.1. is (was) a member of a research laboratory and/or a research group;

11.2.1.2.2. participates (has participated) in research conducted in collaboration with researchers and/or project partners;

11.2.1.2.3. is (was) a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee.

#### **11.2.2. Dissemination of R&D results and assessment of their impact:**

11.2.2.1. To demonstrate these competencies (*ability to present one's research results at scientific events*), the applicant has met at least one of the following requirements:

11.2.2.1.1. has presented their research results at at least one national or international scientific event;

11.2.2.1.2. is (or has been) a member of the scientific committee of at least one scientific event.

11.2.2.2. To demonstrate these competencies (*ability to communicate knowledge about their research results to the professional community and the general public*), they carry out (or have carried out) science outreach activities for the general public.

#### **11.2.3. Expert evaluation of R&D&I:**

11.2.3.1. To demonstrate these competencies (*ability to participate in research networks and/or scientific societies, as well as in peer review and/or expert groups*), the candidate has met at least one of the following requirements:

11.2.3.1.1. participates (has participated) in working groups or commissions formed by state administrative bodies, state and municipal institutions and organizations, business entities, and nongovernmental organizations;

11.2.3.1.2. participates (has participated) as a member in national or international expert working groups or associations;

11.2.3.1.3. has reviewed scientific articles submitted for publication in scientific journals;

11.2.3.1.4. is a member of scientific societies or thematic research networks (e.g., COST);

11.2.3.1.5. is registered in national and/or international databases of experts for the evaluation of projects and/or programs as a potential expert.

12. The position of **Research Fellow** is open to candidates holding a qualification no lower than that of a confirmed researcher:

12.1. has defended a doctoral dissertation at another institution no earlier than 7 years prior to the date of appointment;

12.2. having published at least 2 scientific articles in peer-reviewed scientific journals, including at least 1 scientific article published within the last 5 years in a peer-reviewed scientific journal included in international databases;

12.3. Possess competencies in accordance with the mandatory competency groups, based on indicators and data from no more than the last 5 years prior to the date of submission of documents for employment:

**12.3.1. Organization of R&D:**

12.3.1.1. To demonstrate these competencies (*ability to prepare and/or participate in national and/or international research, experimental development, and/or innovation projects, as well as science dissemination projects and/or programs carried out by institutions*), the candidate has met at least one of the following requirements:

12.3.1.1.1. has prepared an application for at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

12.3.1.1.2. is (or was) the principal investigator of at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

12.3.1.1.3. has prepared an application or is participating (has participated) in the implementation of at least one research project and/or research program in a specific field funded by the University's own funds;

12.3.1.1.4. is conducting (or has conducted) at least one commissioned research project;

12.3.1.1.5. has initiated and/or participated in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles);

12.3.1.2. To demonstrate these competencies (*ability to collaborate with other researchers and work in research groups*), the candidate has met at least one of the following requirements:

12.3.1.2.1. is (was) a member of a research laboratory and/or a group of researchers;

12.3.1.2.2. participates (has participated) in research conducted in collaboration with researchers and/or project partners;

12.3.1.2.3. is (was) a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee;

12.3.1.2.4. is a co-author of a scientific article.

**12.3.2. Dissemination of R&D results and assessment of their impact:**

12.3.2.1. To demonstrate these competencies (*ability to present one's research results at scientific events*), the applicant has met at least one of the following requirements:

12.3.2.1.1. has presented the results of their research at at least one national or international scientific event;

12.3.2.1.2. is (or has been) a member of the scientific committee of at least one scientific event.

12.3.2.2. To demonstrate these competencies (*ability to communicate knowledge about their research results to the professional community and the general public*), they carry out (or have carried out) science outreach activities for the general public.

**12.3.3. Expert evaluation of R&D&I:**

12.3.3.1. To demonstrate these competencies (*ability to participate in research networks and/or scientific societies, as well as in peer review and/or expert groups*), the candidate has met at least one of the following requirements:

12.3.3.1.1. participates (has participated) in working groups or commissions formed by state administrative bodies, state and municipal institutions and organizations, business entities, and nongovernmental organizations;

12.3.3.1.2. participates (has participated) as a member in national or international expert working groups or associations;

12.3.3.1.3. has reviewed scientific articles submitted for publication in scientific journals;

12.3.3.1.4. is a member of scientific societies or thematic research networks (e.g., COST);

12.3.3.1.5. is registered in national and/or international databases of experts for the evaluation of projects and/or programs as a potential expert.

13. An early-career researcher may apply for the position of **Junior Assistant** and **Junior Researcher** if they:

13.1. hold at least a master's degree or an equivalent higher education qualification;

13.2. who is engaged in research under the supervision of a recognized or leading researcher;

13.3. who possesses competencies in accordance with the required competency groups, based on indicators and data from no more than the last 5 years prior to the date of submission of employment documents:

**13.3.1. Organization of R&D:**

13.3.1.1. To demonstrate these competencies (*ability to participate in research, experimental development, and/or innovation projects and/or programs carried out by institutions*), the candidate has met at least one of the following requirements:

13.3.1.1.1. is (was) one of the principal investigators of at least one research, experimental development, and/or innovation and/or scientific dissemination project;

13.3.1.1.2. participates (has participated) in the implementation of at least one research project and/or research program in a specific field funded by the University's own funds;

13.3.1.1.3. is (was) involved in the preparation of at least one peer-reviewed scientific publication;

13.3.1.1.4. is a doctoral student.

13.3.1.2. To demonstrate these competencies (*ability to work in a research group*), the candidate has met at least one of the following requirements:

13.3.1.2.1. is (was) a member of a research laboratory and/or a research group;

13.3.1.2.2. is a co-author of a scientific article.

**13.3.2. Dissemination of R&D results and assessment of their impact:**

13.3.2.1. To demonstrate these competencies (*ability to present their research results*), they have presented their research results at at least one scientific event.

14. Students enrolled in the first or second cycle of studies or in integrated study programs at a higher education institution who have no academic debts during the employment period are eligible to apply for the position of **Researcher Assistant**.

15. A person holding a doctoral degree and having at least 3 years of teaching experience at a higher education institution is eligible to apply for the position of **Senior Lecturer**.

16. A person holding at least a master's degree or an equivalent higher education qualification may apply for the position of **Lecturer**.

17. A top-level expert-practitioner may apply for the position of **Professor of Practice** if they hold a doctoral degree, have at least 15 years of professional experience in a specific field or profession, and are currently working in the field for which they are invited to teach at the University, have at least 5 years of teaching experience at a higher education

institution, and be recognized as a leader in their field at the national or international level based on one of the following criteria:

17.1. holds or has held high-level positions that demonstrate recognition in a specific field or profession;

17.2. has published significant works of applied science (dictionaries, handbooks, encyclopedias, bibliographies, commentaries on legal acts) or academic literature (textbooks, other teaching materials).

18. A top-level expert-practitioner may apply for the position of **Associate Professor of Practice** if they hold at least a master's degree or an equivalent higher education qualification, have at least 10 years of professional experience in a specific field or profession, and are currently working in the field in which they are invited to teach at the University, with at least 2 years of teaching experience at a higher education institution, and who are recognized as a leader in their field at the national or international level based on one of the following criteria:

18.1. holds or has held a high-level position indicating recognition in a specific field or profession;

18.2. has published significant works of applied scholarship (dictionaries, handbooks, encyclopedias, bibliographies, commentaries on legal acts) or academic literature (textbooks, other teaching materials).

19. A person who holds at least a bachelor's degree or an equivalent higher education qualification, has at least two years of professional work experience, and is currently employed in the field in which they are invited to the University to conduct practical classes (practical training) may apply for the position of **Practical Teaching Assistant**.

20. The positions of **Visiting Professor** and **Visiting Chief Researcher** at the University may be filled by lecturers and researchers from other higher education and research institutions who meet the minimum requirements established by those institutions for the positions of Professor or Chief Researcher, respectively.

21. The positions of **Visiting Associate Professor** and **Visiting Senior Researcher** at the University may be filled by lecturers and researchers from other higher education and research institutions who meet the minimum requirements established by those institutions for the positions of Associate Professor or Senior Researcher, respectively.

### **III. MINIMUM QUALIFICATION REQUIREMENTS FOR FACULTY AND RESEARCH STAFF IN THE NATURAL AND TECHNOLOGICAL SCIENCES, AND REQUIREMENTS FOR THOSE SEEKING TO BECOME RESEARCH ASSISTANT OR PRACTICAL TEACHING ASSISTANT**

22. This chapter establishes the minimum qualification requirements for positions held by individuals seeking to serve as a **professor, chief researcher, associate professor, senior researcher, assistant, researcher, research fellow, junior assistant, junior researcher, researcher assistant, senior lecturer, lecturer, professor of practice, associate professor of practice, practical teaching assistant, visiting professor, visiting chief researcher, visiting associate professor, and visiting senior researcher**.

23. A leading researcher may apply for the positions of **Professor** and **Chief Researcher** if:

23.1. after defending their dissertation, has at least 5 years of experience in teaching and/or research at a university;

23.2. having published, following the defense of their dissertation, at least 15 scientific articles in the field in which they are applying for the position, in peer-reviewed scientific journals, including at least 5 scientific articles published in the last 5 years in international scientific journals (at least one as the sole author or lead co-author) indexed in the CA WoS

and (or) Scopus databases (at least 2 of which must have a non-zero JIF, CiteScore, or SNIP citation index), and of these, at least 3 articles must have been published in foreign scientific journals or with co-authors from foreign scientific and/or academic institutions;

23.3. Possesses competencies in accordance with the mandatory competency groups, based on indicators and data from no more than the last 5 years prior to the date of submission of documents for employment:

**23.4. Conducting R&D activities.** For these competencies: *(a) is able to make a significant contribution, through their own scientific results, to the development of one or even several research topics at the national and/or international level; is able to critically evaluate, identify, and/or implement promising (strategically important) research topics and/or opportunities for experimental development; has an academic reputation based on internationally recognized research results in their research topic(s); is able to assess (understand) the broader impact and application potential of their research results within a broad cultural, social, and economic context; has met at least one of the following requirements:*

23.4.1. has reviewed scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index;

23.4.2. is (or was) a guest editor and/or a member of the editorial board of periodicals and/or individual publications indexed in international databases;

23.4.3. holds (or has held) leadership positions in international academic research networks;

23.4.4. has been awarded for significant scientific achievements at the national or international level;

23.4.5. participates (has participated) as an expert in the activities of national and/or international expert groups or commissions.

**23.5. Organization of R&D:**

23.5.1. To demonstrate these competencies *(ability to lead the preparation and implementation of international research, experimental development, and/or innovation projects, science dissemination projects, and/or programs carried out by institutions)*, the candidate has met at least one of the following requirements:

23.5.1.1. as a project leader, prepared an application for at least one international research, experimental development, and/or innovation and/or scientific dissemination project;

23.5.1.2. is (or was) the principal investigator of at least one international research, experimental development, and/or innovation and/or scientific dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period);

23.5.1.3. is (has been) the principal investigator of at least one research project funded by the University's own funds (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or, as a project leader, has submitted such an application and/or leads (or has led) a research program in a specific field of study (for a period of at least 12 months);

23.5.1.4. leads (or has led) at least one commissioned research project, the outcome of which was a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

23.5.1.5. has initiated and, as a compiler or editor-in-chief, coordinated at least one international scientific publication (a collective monograph or a collection of scientific

articles), published by an internationally recognized publisher, bringing together authors from at least three different countries and organizing the publication process.

23.5.2. These competencies (*the ability to train researchers by supervising, advising, or carrying out other research training activities, and/or the ability to serve as the leader of an independent research group or otherwise demonstrate leadership in organizing research*), the candidate has met at least one of the following requirements:

23.5.2.1. supervises (has supervised) a dissertation;

23.5.2.2. supervises a postdoctoral fellowship and/or has supervised a postdoctoral fellowship for which the report has been approved;

23.5.2.3. serves as an advisor to a dissertation and/or served as an advisor to a successfully defended dissertation, officially appointed by the doctoral committee;

23.5.2.4. is (or was) a member of the dissertation defense committee;

23.5.2.5. is (was) a member of the doctoral committee;

23.5.2.6. teaches (has taught) doctoral students and/or conducts (has conducted) specialized training sessions, seminars, courses, or other academic activities aimed at developing the competencies of doctoral students;

23.5.2.7. has served as a reviewer of a dissertation proposal or dissertation;

23.5.2.8. served as an advisor to a foreign doctoral student, appointed by order of the rector;

23.5.2.9. heads (or has headed) (for at least 12 months) a research laboratory or other structural unit engaged in scientific activities;

23.5.2.10. leads (or has led) joint research conducted in collaboration with researchers and/or project partners;

23.5.2.11. leads (has led) national and/or international expert groups and commissions.

### **23.6. Dissemination of R&D results and assessment of their impact:**

23.6.1. To demonstrate these competencies (*is able to present their research results as an invited speaker at international scientific events and/or is a member of the scientific committees of international scientific events*), the candidate has met at least one of the following requirements:

23.6.1.1. has presented the results of their research as an invited speaker at at least one international scientific event;

23.6.1.2. is (or has been) a member of the scientific committee of at least one international scientific event;

23.6.1.3. has moderated a session (or sessions) at an international scientific event.

23.6.2. To demonstrate these competencies (*ability to conduct high-impact R&D work*), the candidate has met at least one of the following requirements:

23.6.2.1. independently or as part of a team with other researchers, carried out at least one commissioned research project, the result of which was a report, recommendations, a draft legislative act, a commercialized product, or another high-impact research output;

23.6.2.2. have independently or as part of a team with other researchers carried out at least one project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with a significant impact.

23.6.3. Based on these competencies (*the ability to effectively communicate knowledge about one's research results at the national and international levels to the professional community and the general public*), carries out (or has carried out) science outreach activities at the national and/or international level for the general public.

### **23.7. Expert evaluation of R&D&I:**

23.7.1. Based on these competencies (*is an expert in international R&D projects and/or national and international programs*), has met at least one of the following requirements:

23.7.1.1. is (or was) an expert in the evaluation of international R&D projects and/or national and international programs;

23.7.1.2. participates (has participated) in management or oversight groups for international research projects;

23.7.1.3. is registered in national and/or international databases of project and/or program evaluation experts as a potential expert.

23.7.2. To demonstrate these competencies (*the ability to initiate, or to be invited or delegated to prepare expert conclusions or recommendations regarding the development of the public and/or private sectors*), the candidate has met at least one of the following requirements:

23.7.2.1. participates (has participated) as an expert in working groups or commissions formed by state governance institutions, state and municipal agencies and organizations, business entities, and nongovernmental organizations, and/or chairs (has chaired) such groups or commissions;

23.7.2.2. while conducting scientific research, or upon invitation or delegation, provides (has provided) written consultations (conclusions, recommendations) to the public or to entities in the public or private sectors;

23.7.2.3. while conducting scientific research, or upon invitation or delegation, provides (has provided) written consultations (conclusions, recommendations) to international organizations, institutions, and transnational organizations.

24. A leading or recognized researcher may apply for the positions of **Associate Professor** and **Senior Researcher** if:

24.1. has at least 2 years of experience in teaching and/or scientific research at a higher education institution;

24.2. have published at least 7 scientific articles in peer-reviewed journals in the field for which they are applying, of which at least 3 scientific articles in the last 5 years must have been published in international scientific journals included in the CA WoS and (or) Scopus databases (at least one of which must have a non-zero JIF, CiteScore, or SNIP citation index), and among these, at least one article published in a foreign scientific journal or co-authored with researchers from foreign scientific and/or academic institutions;

24.3. Possesses competencies in accordance with the mandatory competency groups, based on indicators and data no older than the last 5 years prior to the date of submission of documents for employment:

**24.3.1. Conducting R&D activities.** For these competencies: (*is able to contribute to the development of research topics at the national and/or international level through their own scientific results; is able to critically evaluate and/or implement promising research topics and/or opportunities for experimental development; has an academic reputation based on research results in their research topic(s) that are recognized at the national or international level; is able to assess the impact and potential applications of their research results in cultural, social, and economic contexts*); has met at least one of the following requirements:

24.3.1.1. has reviewed scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index, or in journals included in international databases;

24.3.1.2. is (or has been) a guest editor and/or a member of the editorial board of periodicals and/or individual publications indexed in national or international databases;

24.3.1.3. actively participates in the activities of academic research networks (e.g., COST);

24.3.1.4. has been awarded for significant scientific achievements;

24.3.1.5. participates as an expert in the activities of national and/or international expert groups or commissions.

#### **24.3.2. Organization of R&D:**

24.3.2.1. Based on these competencies (*the ability to prepare for and/or participate in national or international research, experimental development, and/or innovation, science dissemination projects, or to lead, prepare, and/or implement programs carried out by institutions*), the candidate has met at least one of the following requirements:

24.3.2.1.1. has led and/or participated in the preparation of at least one application for a national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

24.3.2.1.2. is (or was) the principal investigator of at least one national and/or international research, experimental development and/or innovation and/or national and/or international scientific dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or an implementer;

24.3.2.1.3. prepared an application for or participated in the implementation of at least one research project and/or research program in a specific field funded by the University's own resources;

24.3.2.1.4. has led or carried out at least one commissioned research project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

24.3.2.1.5. initiated and/or participated in the preparation of at least one international scientific publication (a collective monograph or a collection of scientific articles) published by an internationally recognized publisher, bringing together authors from at least three different countries and contributing to the organization of the publication process.

24.3.2.2. To demonstrate these competencies (*the ability to serve as the leader of a smaller research group or otherwise demonstrate leadership in organizing research*), the candidate has met at least one of the following requirements:

24.3.2.2.1. leads (or has led) a research laboratory, another structural unit engaged in research activities, or a group of researchers (for a period of at least 12 months);

24.3.2.2.2. leads (or has led) joint research conducted in collaboration with researchers and/or project partners;

24.3.2.2.3. served as a member or chair of the organizing committee of a scientific or practical conference, or as a member or chair of the scientific committee.

24.3.2.3. To demonstrate these competencies (*participation in the training of early-career researchers*), has met at least one of the following requirements:

24.3.2.3.1. supervises (has supervised) a dissertation;

24.3.2.3.2. supervises a postdoctoral fellowship and/or has supervised a postdoctoral fellowship for which a report has been approved;

24.3.2.3.3. is a supervisor of a dissertation and/or was a supervisor of a successfully defended dissertation, officially appointed by the doctoral committee;

24.3.2.3.4. is (was) a member of the dissertation defense committee;

24.3.2.3.5. is (was) a member of the doctoral committee;

24.3.2.3.6. teaches (taught) doctoral students and/or conducts (conducted) specialized training sessions, seminars, courses, or other academic activities aimed at developing the competencies of doctoral students;

24.3.2.3.7. supervises (supervised) the research internship of a doctoral student from a foreign research and academic institution;

24.3.2.3.8. served as a reviewer of a dissertation proposal or dissertation;

24.3.2.3.9. served as an advisor to a doctoral student from a foreign institution, appointed by order of the rector;

24.3.2.3.10. is a co-author of a scientific publication prepared with a junior researcher;

24.3.2.3.11. leads or participates in research projects involving early-career researchers;

24.3.2.3.12. participates in the peer review or quality assurance processes for the scientific work of early-career researchers.

#### **24.3.3. Dissemination of R&D results and assessment of their impact:**

24.3.3.1. To demonstrate these competencies (*the ability to present one's research results at international scientific events and/or to serve as a member of the organizing (or scientific) committees of international scientific events*), the candidate has met at least one of the following requirements:

24.3.3.1.1. presented the results of their research at at least one international scientific event;

24.3.3.1.2. is (or has been) a member of the scientific committee of at least one international scientific event;

24.3.3.1.3. has moderated a session (or sessions) at an international scientific event.

24.3.3.2. To demonstrate these competencies (*the ability to contribute significantly to the creation of impactful R&D work*), the candidate has met at least one of the following requirements:

24.3.3.2.1. in collaboration with other researchers, carried out at least one commissioned research project, the result of which was a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

24.3.3.2.2. have independently or in collaboration with other researchers carried out at least one project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output.

24.3.3.3. To demonstrate these competencies (*the ability to effectively communicate knowledge about their research results to the professional community and the general public*), they carry out (or have carried out) science outreach activities at the national and/or international level for the general public.

#### **24.3.4. Expert evaluation of R&D&I:**

24.3.4.1. Based on these competencies (*is an expert in national or international R&D projects and/or national or international programs*), the candidate has met at least one of the following requirements:

24.3.4.1.1. is (or was) an expert in national or international R&D projects and/or national or international programs;

24.3.4.1.2. participates (has participated) in management or oversight groups for national or international research projects;

24.3.4.1.3. is registered in national and/or international databases of project and/or program evaluation experts as a potential expert.

24.3.4.2. To substantiate these competencies (*is invited or delegated to prepare expert conclusions or recommendations for public and/or private sector entities*), has met at least one of the following requirements:

24.3.4.2.1. participates (or has participated) as an expert in working groups or commissions formed by state governance institutions, state and municipal agencies and organizations, business entities, and nongovernmental organizations;

24.3.4.2.2. while conducting scientific research, and either upon invitation or by delegation, has provided written consultations (conclusions, recommendations) to the public or to entities in the public or private sectors;

24.3.4.2.3. while conducting scientific research, either upon invitation or by delegation, provided written consultations (conclusions, recommendations) to international organizations, institutions, and transnational organizations.

25. Candidates for the positions of **Assistant** and **Researcher** must hold a degree no lower than that of a confirmed researcher:

25.1. having published at least 3 scientific articles in peer-reviewed scientific journals, including at least 1 scientific article published within the last 5 years in a journal indexed in the CA WoS or Scopus databases with a non-zero citation index;

25.2. possessing competencies in accordance with the mandatory competency groups, based on indicators and data no older than the last 5 years prior to the date of submission of documents for employment:

**25.2.1. Organization of R&D:**

25.2.1.1. To demonstrate these competencies (*ability to organize and/or participate in national and/or international research, experimental development, and/or innovation projects, as well as science dissemination projects and/or programs carried out by institutions*), the candidate must have met at least one of the following requirements:

25.2.1.1.1. has prepared an application for at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

25.2.1.1.2. is (or was) the principal investigator of at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

25.2.1.1.3. has prepared an application or is participating (has participated) in the implementation of at least one research project and/or research program in a specific field funded by the University's own funds;

25.2.1.1.4. is conducting (or has conducted) at least one commissioned research project;

25.2.1.1.5. has initiated and/or participated in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles).

25.2.1.2. To demonstrate these competencies (*ability to collaborate with other researchers and work in research groups*), the candidate has met at least one of the following requirements:

25.2.1.2.1. is (or was) a member of a research laboratory and/or a research group;

25.2.1.2.2. participates (has participated) in research conducted in collaboration with researchers and/or project partners;

25.2.1.2.3. is (was) a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee.

**25.2.2. Dissemination of R&D results and assessment of their impact:**

25.2.2.1. To demonstrate these competencies (*ability to present one's research results at scientific events*), the applicant has met at least one of the following requirements:

25.2.2.1.1. has presented their research results at at least one national or international scientific event;

25.2.2.1.2. is (or has been) a member of the scientific committee of at least one scientific event.

25.2.2.2. To demonstrate these competencies (*the ability to communicate knowledge about one's research results to the professional community and the general public*), the candidate carries out (has carried out) science outreach activities for the general public.

### **25.2.3. Expert evaluation of R&D&I:**

25.2.3.1. To demonstrate these competencies (*ability to participate in research networks and/or scientific societies, as well as in peer review and/or expert groups*), the candidate has met at least one of the following requirements:

25.2.3.1.1. participates (has participated) in working groups or commissions formed by state administrative bodies, state and municipal institutions and organizations, business entities, and nongovernmental organizations;

25.2.3.1.2. participates (has participated) as a member in national or international expert working groups or associations;

25.2.3.1.3. has reviewed scientific articles submitted for publication in scientific journals;

25.2.3.1.4. is a member of scientific societies or thematic research networks (e.g., COST);

25.2.3.1.5. is registered in national and/or international databases of experts for the evaluation of projects and/or programs as a potential expert.

26. The position of **Research Fellow** is open to candidates holding a qualification no lower than that of a confirmed researcher who:

26.1. has defended a doctoral dissertation at another institution no earlier than 7 years prior to the date of appointment;

26.2. having published at least 2 scientific articles in peer-reviewed scientific journals, including at least 1 scientific article published within the last 5 years in a peer-reviewed scientific journal included in international databases;

26.3. possesses competencies in accordance with the mandatory competency groups, based on indicators and data from no more than the last 5 years prior to the date of submission of documents for employment:

#### **26.3.1. Organization of R&D:**

26.3.1.1. To demonstrate these competencies (*ability to prepare and/or participate in national and/or international research, experimental development, and/or innovation projects, as well as science dissemination projects and/or programs carried out by institutions*), the candidate has met at least one of the following requirements:

26.3.1.1.1. has prepared an application for at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

26.3.1.1.2. is (or was) the principal investigator of at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

26.3.1.1.3. has prepared an application or is participating (has participated) in the implementation of at least one research project and/or research program in a specific field funded by the University's own funds;

26.3.1.1.4. is conducting (or has conducted) at least one commissioned research project;

26.3.1.1.5. has initiated and/or participated in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles).

26.3.1.2. To demonstrate these competencies (*ability to collaborate with other researchers and work in research groups*), the candidate has met at least one of the following requirements:

26.3.1.2.1. is (was) a member of a research laboratory and/or a research group;

26.3.1.2.2. participates (has participated) in research conducted in collaboration with researchers and/or project partners;

26.3.1.2.3. is (was) a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee;

26.3.1.2.4. is a co-author of a scientific article.

**26.3.2. Dissemination of R&D results and assessment of their impact:**

26.3.2.1. To demonstrate these competencies (*ability to present one's research results at scientific events*), the applicant has met at least one of the following requirements:

26.3.2.1.1. has presented the results of their research at at least one national or international scientific event;

26.3.2.1.2. is (or has been) a member of the scientific committee of at least one scientific event.

26.3.2.2. To demonstrate these competencies (*the ability to communicate knowledge about their research results to the professional community and the general public*), they carry out (or have carried out) science outreach activities for the general public.

**26.3.3. R&D&I Expert Evaluation:**

26.3.3.1. To demonstrate these competencies (*ability to participate in research networks and/or scientific societies, as well as in peer review and/or expert groups*), the candidate has met at least one of the following requirements:

26.3.3.1.1. participates (has participated) in working groups or commissions formed by state administrative bodies, state and municipal institutions and organizations, business entities, and nongovernmental organizations;

26.3.3.1.2. participates (has participated) as a member in national or international expert working groups or associations;

26.3.3.1.3. has reviewed scientific articles submitted for publication in scientific journals;

26.3.3.1.4. is a member of scientific societies or thematic research networks (e.g., COST);

26.3.3.1.5. is registered in national and/or international databases of experts for the evaluation of projects and/or programs as a potential expert.

27. An early-career researcher may apply for the position of **Junior Assistant** and **Junior Researcher**:

27.1. who holds at least a master's degree or an equivalent higher education qualification;

27.2. who is engaged in research under the supervision of a recognized or leading researcher;

27.3. who possesses competencies in accordance with the mandatory competency groups, based on indicators and data from no more than the last 5 years prior to the date of submission of documents for employment:

**27.3.1. Organization of R&D:**

27.3.1.1. To demonstrate these competencies (*ability to participate in research, experimental development, and/or innovation projects and/or programs carried out by institutions*), the candidate has met at least one of the following requirements:

27.3.1.1.1. is (was) one of the implementers of at least one research, experimental development, and/or innovation and/or scientific dissemination project;

27.3.1.1.2. is (was) involved in the implementation of at least one research project and/or research program in a specific field funded by the University's own funds;

27.3.1.1.3. participates (has participated) in the preparation of at least one peer-reviewed scientific publication;

27.3.1.1.4. is a third-cycle student.

27.3.1.2. To demonstrate these competencies (*ability to work in a research group*), the student has met at least one of the following requirements:

27.3.1.2.1. is (or was) a member of a research laboratory and/or a research group;

27.3.1.2.2. is a co-author of a scientific article.

**27.3.2. Dissemination of R&D results and assessment of their impact.**

To demonstrate these competencies (*ability to present one's research results*), the candidate has presented their research results at at least one scientific event.

28. Students enrolled in the first or second cycle of studies or in integrated study programs at a higher education institution who have no academic debts during the employment period are eligible to apply for the position of **Researcher Assistant**.

29. A person holding a doctoral degree and having at least 3 years of teaching experience at a higher education institution is eligible to apply for the position of **Senior Lecturer**.

30. A person holding at least a master's degree or an equivalent higher education qualification may apply for the position of **Lecturer**.

31. A top-level expert-practitioner may apply for the position of **Professor of Practice** if they hold a doctoral degree, have at least 15 years of professional experience in a specific field or profession, and are currently working in the field for which they are invited to teach at the University, have at least 5 years of teaching experience at a higher education institution and be recognized as a leader in their field at the national or international level based on one of the following criteria:

31.1. holds or has held high-level positions indicating recognition in a specific field or profession;

31.2. has published significant works of applied science (dictionaries, handbooks, encyclopedias, bibliographies, commentaries on legal acts) or academic literature (textbooks, other teaching materials).

32. A top-level expert-practitioner may apply for the position of **Associate Professor of Practice** if they hold at least a master's degree or an equivalent higher education qualification, have at least 10 years of professional experience in a specific field or profession, and are currently working in the field in which they are invited to teach at the University, with at least 2 years of teaching experience at a higher education institution, and who are recognized as a leader in their field at the national or international level based on one of the following criteria:

32.1. holds or has held a high-level position indicating recognition in a specific field or profession;

32.2. has published significant works of applied science (dictionaries, handbooks, encyclopedias, bibliographies, commentaries on legal acts) or academic literature (textbooks, other teaching materials).

33. A person who holds at least a bachelor's degree or an equivalent higher education qualification, has at least 2 years of professional work experience, and is currently employed in the field in which they are invited to the University to conduct practical classes (practical training) may apply for the position of **Practical Teaching Assistant**.

34. The positions of **Visiting Professor** and **Visiting Chief Researcher** at the University may be filled by lecturers and researchers from other higher education and research institutions who meet the minimum requirements established by those institutions for the positions of Professor or Chief Researcher, respectively.

35. The positions of **Visiting Associate Professor** and **Visiting Senior Researcher** at the University may be filled by lecturers and researchers from other higher education and research institutions who meet the minimum requirements established by those institutions for the positions of Associate Professor or Senior Researcher, respectively.

#### **IV. MINIMUM REQUIREMENTS FOR LECTURERS AND RESEARCH STAFF IN THE HUMANITIES AND SOCIAL SCIENCES ELECTED THROUGH PUBLIC COMPETITION DURING THEIR TERM OF OFFICE**

36. This section sets forth the minimum requirements during the term of office for individuals holding the positions of **professor, associate professor, assistant, chief researcher, senior researcher, researcher, research fellow, junior assistant, senior lecturer**, and **lecturer** positions in the humanities and social sciences.

37. A **Professor elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

37.1. fulfil the prescribed teaching workload;

37.2. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

37.3. publish at least 5 scientific articles in scientific journals (at least one as the sole author or lead co-author) indexed in the CA WoS and (or) Scopus databases (at least 2 of which have a non-zero JIF, CiteScore, or SNIP citation index), of which at least 3 articles must be published in foreign scientific journals or with co-authors from foreign scientific and/or academic institutions;

37.4. meet at least one of the following requirements:

37.4.1. review scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index;

37.4.2. serve as a guest editor and/or a member of the editorial board for periodicals and/or individual publications indexed in international databases;

37.4.3. hold a position of responsibility and authority within international academic and scientific networks;

37.4.4. participate as an expert in the activities of national and/or international expert groups or commissions.

37.5. Meet at least one of the following requirements:

37.5.1. as a project leader, prepare at least one application for an international research, experimental development, and/or innovation and/or science dissemination project;

37.5.2. Have served as the principal investigator of at least one international research, experimental development, and/or innovation and/or scientific dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period);

37.5.3. lead at least one research project funded by the University's own funds (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or, as a project leader, submit such an application and/or lead a research program in a specific field of study (for a period of no less than 12 months);

37.5.4. lead at least one commissioned research project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

37.5.5. initiate and, as a compiler or editor-in-chief, coordinate at least one international scientific publication (a collective monograph or a collection of scientific articles), published by an internationally recognized publisher, bringing together authors from at least three different countries, and organize the publication process;

37.6. Meet at least one of the following requirements:

37.6.1. Supervise a dissertation;

37.6.2. supervise a postdoctoral fellowship and/or have supervised a postdoctoral fellowship for which the report has been approved;

37.6.3. serve as an advisor for a doctoral dissertation and a successfully defended doctoral dissertation, officially appointed by the doctoral committee;

37.6.4. be a member of the dissertation defense committee;

- 37.6.5. be a member of the doctoral committee;
- 37.6.6. teach doctoral students;
- 37.6.7. serve as a reviewer of a dissertation proposal or dissertation;
- 37.6.8. serve as an advisor to a foreign doctoral student appointed by order of the rector;
- 37.6.9. serve as a mentor to early-career researchers or otherwise contribute to the development of their research activities;
- 37.6.10. head (for a period of at least 12 months) a research laboratory or other organizational unit engaged in scientific activities;
- 37.6.11. lead joint research conducted in collaboration with researchers and/or project partners;
- 37.6.12. lead national and/or international expert groups and commissions;
- 37.6.13. initiate and/or coordinate long-term scientific cooperation with other research and academic institutions or social partners, involving other researchers in joint R&D activities;
- 37.7. Meet at least one of the following requirements:
  - 37.7.1. present the results of one's research as an invited speaker at at least one international scientific event;
  - 37.7.2. Serve as a member of the scientific committee of at least one international scientific event;
  - 37.7.3. Moderate one or more sessions at an international scientific event.
- 37.8. Meet at least one of the following requirements:
  - 37.8.1. independently or as part of a team with other researchers, have carried out at least one commissioned research project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with significant impact;
  - 37.8.2. have independently or in collaboration with other researchers carried out at least one project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with a significant impact;
  - 37.8.3. develop and/or conduct at least three customized training programs administered through the University's Center for Lifelong Learning or other units responsible for competency development;
  - 37.8.4. develop a training program leading to micro-credentials and/or serve as the implementer of such a program;
  - 37.8.5. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.
- 37.9. Meet at least one of the following requirements:
  - 37.9.1. Serve as an evaluation expert for international R&D projects and/or national and international programs;
  - 37.9.2. Participate in management or oversight groups for international research projects;
  - 37.9.3. Be registered in national and/or international databases of project and/or program evaluation experts as a potential expert.
- 37.10. Meet at least one of the following requirements:
  - 37.10.1. participate as an expert in, or chair, working groups or commissions established by state administrative bodies, state and municipal institutions and organizations, business entities, or nongovernmental organizations;
  - 37.10.2. while conducting scientific research, or when invited or delegated, to provide consultations (conclusions, recommendations) to the public or to entities in the public or private sectors, identifying oneself in writing as a member of the University community;
  - 37.10.3. while conducting scientific research, or when invited or delegated, to provide consultations (conclusions, recommendations) in writing to international organizations,

institutions, and transnational organizations, identifying oneself as a member of the University community;

37.11. Fulfill at least 4 of the following requirements:

37.11.1. Chair a study program, a field of study committee (subcommittee), or a doctoral committee;

37.11.2. Teach courses (modules) in a foreign language;

37.11.3. participate in activities related to the quality of education (activities of the doctoral committee or field of study committee, evaluation and accreditation procedures for the study program (field of study), etc.);

37.11.4. prepare textbooks, teaching materials, and methodological resources for institutions of higher education;

37.11.5. serve as an advisor for bachelor's and master's theses;

37.11.6. participate in student mentoring activities and/or coordinate students' non-formal education activities;

37.11.7. involve first- and/or second-cycle students in academic (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);

37.11.8. carry out collaborative activities with general education schools and/or social partners;

37.11.9. present research results and/or the content of study activities at an international scientific event, clearly demonstrating the contribution of the research and/or studies to the achievement of at least one of the United Nations Sustainable Development Goals;

37.12. improve teaching, research, and general competencies for a minimum of 40 academic hours.

38. An **Associate Professor elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

38.1. fulfil the prescribed teaching workload;

38.2. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

38.3. publish at least 3 research articles in scientific journals included in the CA WoS and (or) Scopus databases (at least one of which must have a non-zero JIF, CiteScore, or SNIP citation index), and of these, at least one article must be published in a foreign scientific journal or with co-authors from foreign scientific and/or academic institutions;

38.4. meet at least one of the following requirements:

38.4.1. Review scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index, or in journals included in international databases;

38.4.2. serve as a guest editor and/or a member of the editorial board for periodicals and/or individual publications indexed in national or international databases;

38.4.3. actively participate in the activities of academic research networks (e.g., COST);

38.4.4. participate as an expert in the activities of national and/or international expert groups or commissions.

38.5. Meet at least one of the following requirements:

38.5.1. lead and/or participate in the preparation of at least one application for a national and/or international research, experimental development, and/or innovation project, and/or a national and/or international science dissemination project;

38.5.2. serve as the principal investigator of at least one national and/or international research, experimental development and/or innovation project and/or a national and/or

international scientific dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or as an implementer;

38.5.3. prepare an application for, or participate in the implementation of, at least one research project and/or research program in a specific field funded by the University's own resources;

38.5.4. lead or conduct at least one commissioned research project, the outcome of which is a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

38.5.5. initiate and/or participate in the preparation of at least one international scientific publication (a collective monograph or a collection of scientific articles), published by an internationally recognized publisher, bringing together authors from at least three different countries, and contribute to the organization of the publication process.

38.6. Meet at least one of the following requirements:

38.6.1. lead a research laboratory, another structural unit engaged in scientific activities, or a group of researchers (for a period of at least 12 months);

38.6.2. lead joint research conducted in collaboration with researchers and/or project partners;

38.6.3. serve as a member or chair of the organizing committee of a scientific or practical conference, or as a member or chair of the scientific committee.

38.7. Meet at least one of the following requirements:

38.7.1. supervise a dissertation;

38.7.2. supervise a postdoctoral fellowship and/or have supervised a postdoctoral fellowship for which the report has been approved;

38.7.3. serve as an advisor to a doctoral dissertation and/or a successfully defended doctoral dissertation, officially appointed by the doctoral committee;

38.7.4. be a member of the dissertation defense committee;

38.7.5. be a member of the doctoral committee;

38.7.6. teach doctoral students;

38.7.7. supervise the research internship of a doctoral student from a foreign academic and research institution;

38.7.8. serve as a reviewer of a dissertation proposal or dissertation;

38.7.9. serve as an advisor to a doctoral student from abroad, appointed by order of the rector;

38.7.10. serve as a co-author of a scientific publication prepared in collaboration with a junior researcher;

38.7.11. lead or participate in research projects involving early-career researchers;

38.7.12. participate in the peer review or quality assurance processes for the scientific work of early-career researchers.

38.8. Meet at least one of the following requirements:

38.8.1. Present the results of one's research at at least one international scientific event;

38.8.2. serve as a member of the scientific committee of at least one international scientific event;

38.8.3. Moderate a session (or sessions) at an international scientific event.

38.9. Meet at least one of the following requirements:

38.9.1. in collaboration with other researchers, carry out at least one commissioned research project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

38.9.2. Independently or in collaboration with other researchers, carry out at least one project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output.

38.9.3. Develop and/or conduct at least two commissioned training programs administered through the University's Center for Lifelong Learning or other units responsible for professional development;

38.9.4. develop a training program leading to micro-credentials and/or serve as the implementer of such a program;

38.9.5. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.

38.10. Meet at least one of the following requirements:

38.10.1. Serve as an expert on national or international R&D projects and/or national or international programs;

38.10.2. Participate in management or oversight groups for national or international research projects;

38.10.3. Be registered in national and/or international databases of project and/or program evaluation experts as a potential expert.

38.11. Meet at least one of the following requirements:

38.11.1. participate as an expert in working groups or commissions established by state administrative bodies, state and municipal institutions and organizations, business entities, and nongovernmental organizations;

38.11.2. While conducting scientific research, or when invited or delegated, provide consultations (conclusions, recommendations) to the public or to entities in the public or private sectors, identifying oneself in writing as a member of the University community;

38.11.3. while conducting scientific research, or when invited or delegated, providing written consultations (conclusions, recommendations) to international organizations, institutions, and transnational organizations while representing the University community;

38.12. Meet at least 3 of the following requirements:

38.12.1. Chair a study program and/or a field of study committee (subcommittee) or a doctoral committee;

38.12.2. Teach courses (modules) in a foreign language;

38.12. 3. participate in activities related to the quality of studies (activities of the field of study committee or doctoral committee, evaluation and accreditation procedures for the study program (field of study), etc.);

38.12.4. prepare textbooks, teaching materials, and methodological resources for institutions of higher education;

38.12. 5. serve as an advisor for defended bachelor's and master's theses;

38.12.6. participate in student mentoring activities and/or coordinate students' non-formal education activities;

38.12.7. involve first- and/or second-cycle students in academic (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);

38.12.8. carry out collaborative activities with general education schools and/or social partners;

38.12.9. present research results and/or the content of study activities at a national and/or international scientific event, clearly demonstrating the contribution of the research and/or study activities to the achievement of at least one of the United Nations Sustainable Development Goals;

38.13. improve teaching, research, and general competencies for a minimum of 40 academic hours.

39. An **Assistant elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

39.1. fulfil the prescribed teaching workload;

39.2. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

39.3. publish at least one scientific article in a scientific journal included in the CA WoS or Scopus databases with a non-zero citation index;

39.4. Meet at least one of the following requirements:

39.4.1. prepare an application for at least one national and/or international research, experimental development, and/or innovation project, and/or a national and/or international scientific dissemination project;

39.4.2. Serve as the principal investigator for at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

39.4.3. prepare an application for, or participate in the implementation of, at least one research project and/or research program in a specific field funded by the University's own funds;

39.4.4. conduct at least one commissioned research project;

39.4.5. initiate and/or participate in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles).

39.5. Meet at least one of the following requirements:

39.5.1. Be a member of a research laboratory and/or a research group;

39.5.2. participate in research conducted in collaboration with researchers and/or project partners;

39.5.3. be a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee.

39.6. Meet at least one of the following requirements:

39.6.1. present the results of their research at at least one national or international scientific event;

39.6.2. Be a member of the scientific committee of at least one scientific event.

39.7. Meet at least one of the following requirements:

39.7.1. develop and/or conduct at least one commissioned training program administered through the University's Center for Lifelong Learning or other units responsible for professional development;

39.7.2. Develop a training program leading to micro-credentials and/or serve as the program coordinator;

39.7.3. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.

39.8. Meet at least one of the following requirements:

39.8.1. Participate in working groups or commissions established by state governing bodies, state and municipal agencies and organizations, business entities, and nongovernmental organizations;

39.8.2. Participate as a member in national or international expert working groups or associations;

39.8.3. review scientific articles submitted for publication in scientific journals;

39.8.4. be a member of scientific societies or thematic research networks (e.g., COST);

39.8.5. be registered as a potential expert in national and/or international databases of experts for the evaluation of projects and/or programs;

39.8.6. provide expert opinions in the public sphere while representing the University community;

39.9. Meet at least 2 of the following requirements:

39.9.1. conduct seminars in a foreign language;

39.9.2. participate in activities related to the quality of studies (such as field of study committee meetings, evaluation of study programs (fields of study), accreditation procedures, etc.);

39.9.3. to develop textbooks, instructional materials, and teaching resources for institutions of higher education;

39.9.4. supervise bachelor's or master's theses;

39.9.5. participate in student mentoring activities and/or coordinate students' non-formal education activities;

39.9.6. involve first- and/or second-cycle students in scientific (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);

39.9.7. carry out collaborative activities with general education schools and/or social partners;

39.9.8. present research results and/or the content of study activities at a scientific event, clearly demonstrating the contribution of the research and/or studies to the achievement of at least one of the United Nations Sustainable Development Goals;

39.10. improve teaching, research, and general competencies for at least 40 academic hours.

40. A **Chief Researcher elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

40.1. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

40.2. publish at least 10 scientific articles in journals (at least one as the sole author or lead co-author) indexed in the CA WoS and (or) Scopus databases (at least 5 of which have a non-zero JIF, CiteScore, or SNIP citation index, and at least 5 of which as the sole author or lead co-author), of which at least 5 scientific articles must be published in foreign scientific journals or with co-authors from foreign scientific and/or academic institutions;

40.3. Meet at least one of the following requirements:

40.3.1. review scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index;

40.3.2. serve as a guest editor and/or a member of the editorial board for periodicals and/or individual publications cited in international databases;

40.3.3. hold a position of responsibility and authority in international academic and scientific networks;

40.3.4. participate as an expert in the activities of national and/or international expert groups or commissions.

40.4. Meet at least one of the following requirements:

40.4.1. as a project leader, prepare at least one application for an international research, experimental development, and/or innovation and/or science dissemination project;

40.4.2. serve as the project leader of at least one international research, experimental development, and/or innovation and/or science dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period);

40.4.3. lead at least one research project funded by the University's own funds (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or, as a project leader, submit such an application and/or lead a research program in a specific field of study (for a period of no less than 12 months);

40.4.4. lead at least one commissioned research project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

40.4.5. initiate and, as a compiler or editor-in-chief, coordinate at least one international scientific publication (a collective monograph or a collection of scientific articles), published by an internationally recognized publisher, bringing together authors from at least three different countries, and organize the publication process;

40.5. Meet at least one of the following requirements:

40.5.1. supervise a dissertation;

40.5.2. supervise a postdoctoral fellowship and/or have previously supervised a postdoctoral fellowship for which the report has been approved;

40.5.3. serve as an advisor for a dissertation and a successfully defended dissertation, officially appointed by the doctoral committee;

40.5.4. be a member of the dissertation defense committee;

40.5.5. be a member of the doctoral committee;

40.5.6. teach doctoral students;

40.5.7. serve as a reviewer of a dissertation proposal or dissertation;

40.5.8. serve as an advisor to a foreign doctoral student appointed by order of the rector;

40.5.9. serve as a mentor to early-career researchers or otherwise contribute to the development of their research activities;

40.5.10. head (for a period of no less than 12 months) a research laboratory or other organizational unit engaged in scientific activities;

40.5.11. lead joint research conducted in collaboration with researchers and/or project partners;

40.5.12. lead national and/or international expert groups and commissions;

40.5.13. initiate and/or coordinate long-term scientific cooperation with other research and academic institutions or social partners, involving other researchers in joint R&D activities;

40.6. Meet at least one of the following requirements:

40.6.1. present the results of their research as an invited speaker at at least one international scientific event;

40.6.2. serve as a member of the scientific committee of at least one international scientific event;

40.6.3. moderate a session (or sessions) at an international scientific event.

40.7. Meet at least one of the following requirements:

40.7.1. independently or in collaboration with other researchers, carry out at least one commissioned research project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with a significant impact;

40.7.2. have independently or as part of a team with other researchers carried out at least one project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with a significant impact.

40.7.3. Develop and/or conduct at least three commissioned training programs administered through the University's Center for Lifelong Learning or other units responsible for professional development;

40.7.4. Develop a training program that awards micro-credentials and/or serve as the implementer of such a program.

40.7.5. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.

40.8. Meet at least one of the following requirements:

40.8.1. Serve as an evaluation expert for international R&D projects and/or national and international programs;

40.8.2. Participate in management or oversight groups for international research projects;

40.8.3. Be registered in national and/or international databases of project and/or program evaluation experts as a potential expert.

40.9. Meet at least one of the following requirements:

40.9.1. to participate as an expert in, and/or chair, working groups or commissions established by state administrative bodies, state and municipal agencies and organizations, business entities, and nongovernmental organizations;

40.9.2. while conducting scientific research, or when invited or delegated, to provide consultations (conclusions, recommendations) to the public or to entities in the public or private sectors, identifying oneself in writing as a member of the University community;

40.9.3. while conducting scientific research, or when invited or delegated, to provide consultations (conclusions, recommendations) in writing to international organizations, institutions, and transnational organizations, identifying oneself as a member of the University community;

40.10. Meet at least 2 of the following requirements:

40.10.1. Chair a doctoral committee;

40.10.2. participate in activities related to the quality of studies or research (activities of the doctoral committee, the field of study committee, study program (field of study) and research evaluation procedures, etc.);

40.10.3. supervise defended master's theses or dissertations;

40.10.4. participate in student mentoring activities and/or coordinate students' non-formal education activities;

40.10.5. involve first- and/or second-cycle students in academic (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);

40.10.6. carry out collaborative activities with general education schools and/or social partners;

40.10.7. present research results and/or the content of study activities at an international scientific event, clearly demonstrating the contribution of the research and/or studies to the achievement of at least one of the United Nations Sustainable Development Goals;

40.11. improve teaching, research, and general competencies for a minimum of 40 academic hours.

41. A **Senior Researcher elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

41.1. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

41.2. publish at least 8 research articles in journals included in the CA WoS and (or) Scopus databases (at least 4 of which must have a non-zero JIF, CiteScore, or SNIP citation index), including at least 4 scientific articles in foreign scientific journals or co-authored with researchers from foreign scientific and/or academic institutions;

41.3. Meet at least one of the following requirements:

41.3.1. review scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index, or in journals included in international databases;

41.3.2. serve as a guest editor and/or a member of the editorial board for periodicals and/or individual publications indexed in national or international databases;

41.3.3. actively participate in the activities of academic research networks (e.g., COST);

41.3.4. participate as an expert in the activities of national and/or international expert groups or commissions.

41.4. Meet at least one of the following requirements:

41.4.1. lead and/or participate in the preparation of at least one application for a national and/or international research, experimental development, and/or innovation project, and/or a national and/or international science dissemination project;

41.4.2. have served as the principal investigator of at least one national and/or international research, experimental development and/or innovation project and/or a national and/or international scientific dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or as an implementer;

41.4.3. prepare an application or participate in the implementation of at least one research project and/or research program in a specific field of study funded by the University's own funds;

41.4.4. lead or conduct at least one commissioned research project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

41.4.5. initiate and/or participate in the preparation of at least one international scientific publication (a collective monograph or a collection of scientific articles), published by an internationally recognized publisher, bringing together authors from at least three different countries, and contribute to the organization of the publication process.

41.5. Meet at least one of the following requirements:

41.5.1. lead a research laboratory, another structural unit engaged in scientific activities, or a group of researchers (for a period of at least 12 months);

41.5.2. lead joint research conducted in collaboration with researchers and/or project partners;

41.5.3. serve as a member or chair of the organizing committee of a scientific or practical conference, or as a member or chair of the scientific committee.

41.6. Meet at least one of the following requirements:

41.6.1. supervise a dissertation;

41.6.2. supervise a postdoctoral fellowship and/or have supervised a postdoctoral fellowship for which the report has been approved;

41.6.3. serve as an advisor for a dissertation and/or a successfully defended dissertation, officially appointed by the doctoral committee;

41.6.4. be a member of the dissertation defense committee;

41.6.5. be a member of the doctoral committee;

41.6.6. teach doctoral students;

41.6.7. supervise the research internship of a doctoral student from a foreign academic and research institution;

41.6.8. serve as a reviewer of a dissertation proposal or dissertation;

41.6.9. serve as an advisor to a doctoral student from a foreign institution, as appointed by order of the rector;

41.6.10. serve as a co-author of a scientific publication prepared in collaboration with a junior researcher;

41.6.11. lead or participate in research projects involving early-career researchers;

41.6.12. participate in the peer review or quality assurance processes for the scientific work of early-career researchers.

41.7. Meet at least one of the following requirements:

41.7.1. present the results of their research at at least one international scientific event;

- 41.7.2. serve as a member of the scientific committee of at least one international scientific event;
- 41.7.3. moderate a session (or sessions) at an international scientific event.
- 41.8. Fulfill at least one of the following requirements:
  - 41.8.1. in collaboration with other researchers, carry out at least one commissioned research project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;
  - 41.8.2. Independently or in collaboration with other researchers, carry out at least one project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output.
  - 41.8.3. Develop and/or conduct at least two commissioned training programs administered through the University's Center for Lifelong Learning or other units responsible for professional development;
  - 41.8.4. Develop a training program that awards micro-credentials and/or serve as the implementer of such a program.
  - 41.8.5. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.
- 41.9. Meet at least one of the following requirements:
  - 41.9.1. Serve as an expert on national or international R&D projects and/or national or international programs;
  - 41.9.2. Participate in management or oversight groups for national or international research projects;
  - 41.9.3. Be registered in national and/or international databases of project and/or program evaluation experts as a potential expert.
- 41.10. Meet at least one of the following requirements:
  - 41.10.1. participate as an expert in working groups or commissions established by state administrative bodies, state and municipal institutions and organizations, business entities, or nongovernmental organizations;
  - 41.10.2. While conducting scientific research, or when invited or delegated, provide consultations (conclusions, recommendations) to the public or to entities in the public or private sectors, identifying oneself in writing as a member of the University community;
  - 41.10.3. while conducting scientific research, or when invited or delegated, providing written consultations (conclusions, recommendations) to international organizations, institutions, and transnational organizations while identifying as a member of the University community;
- 41.11. Meet at least 2 of the following requirements:
  - 41.11.1. Chair a study program and/or a field of study committee (subcommittee) or a doctoral committee;
  - 41.11.2. Participate in activities related to the quality of studies or research (activities of a field of study committee or doctoral committee, evaluation procedures for a study program (field of study) or research, etc.);
  - 41.11.3. supervise defended bachelor's or master's theses or dissertations;
  - 41.11.4. participate in student mentoring activities and/or coordinate students' non-formal education activities;
  - 41.11.5. involve first- and/or second-cycle students in scientific (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);
  - 41.11.6. carry out collaborative activities with general education schools and/or social partners;
  - 41.11.7. present research results and/or the content of study activities at a national and/or international scientific event, clearly demonstrating the contribution of the research

and/or study activities to the achievement of at least one of the United Nations Sustainable Development Goals;

41.12. improve teaching, research, and general competencies for a minimum of 40 academic hours.

42. A **Researcher elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

42.1. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

42.2. publish at least 6 scientific articles in journals indexed in CA WoS and (or) Scopus databases (at least 3 of which have a non-zero JIF, CiteScore, or SNIP citation index), including at least 3 scientific articles in foreign scientific journals or co-authored with researchers from foreign scientific and/or academic institutions;

42.3. meet at least one of the following requirements:

42.3.1. prepare an application for at least one national and/or international research, experimental development, and/or innovation project, and/or a national and/or international scientific dissemination project;

42.3.2. be the implementer of at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

42.3.3. prepare an application for, or participate in the implementation of, at least one research project and/or research program in a specific field funded by the University's own funds;

42.3.4. conduct at least one commissioned research project;

42.3.5. initiate and/or participate in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles).

42.4. Meet at least one of the following requirements:

42.4.1. be a member of a research laboratory and/or a research group;

42.4.2. participate in scientific research conducted in collaboration with researchers and/or project partners;

42.4.3. be a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee.

42.5. Meet at least one of the following requirements:

42.5.1. present the results of their research at at least one national or international scientific event;

42.5.2. be a member of the scientific committee of at least one scientific event.

42.6. Meet at least one of the following requirements:

42.6.1. develop and/or conduct at least one commissioned training program administered through the University's Center for Lifelong Learning or other units responsible for professional development;

42.6.2. Develop a training program leading to micro-credentials and/or serve as the program coordinator;

42.6.3. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.

42.7. Meet at least one of the following requirements:

42.7.1. Participate in working groups or commissions established by state governing bodies, state and municipal agencies and organizations, business entities, and nongovernmental organizations;

42.7.2. participate as a member in national or international expert working groups or associations;

42.7.3. review scientific articles submitted for publication in scientific journals;

42.7.4. be a member of scientific societies or thematic research networks (e.g., COST);

42.7.5. be registered in national and/or international databases of experts for the evaluation of projects and/or programs as a potential expert;

42.7.6. provide expert opinions in the public sphere while representing the University community.

42.8. Meet at least one of the following requirements:

42.8.1. Chair a first- or second-cycle study program and/or a field of study committee (subcommittee);

42.8.2. participate in activities related to the quality of studies or research (participated in the procedures of the field of study committee, study program (field of study), research evaluation, etc.);

42.8.3. supervise defended bachelor's or master's theses;

42.8.4. participate in student mentoring activities and/or coordinate students' non-formal education activities;

42.8.5. involve first- and/or second-cycle students in academic (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);

42.8.6. carry out collaborative activities with general education schools and/or social partners;

42.8.7. present research results and/or the content of study activities at a scientific event, clearly demonstrating the contribution of the research and/or studies to the achievement of at least one of the United Nations Sustainable Development Goals;

42.9. improve teaching, research, and general competencies for at least 40 academic hours.

43. **A Research Fellow elected through a public competition:**

43.1. If a research fellow is employed under the terms of a publicly announced call for project proposals, during the period of employment they shall:

43.1.1. achieve the results specified in the project funding agreement;

43.1.2. fulfil other obligations and requirements specified in the project funding agreement.

43.2. If a research fellow is hired in accordance with the terms of a public competition announced by the University, during the employment period, he or she shall carry out the work plan approved for him or her and must:

43.2.1. travel abroad at least once every two years to conduct research, transfer knowledge and technology, or engage in other activities aimed at meeting societal needs;

43.2.2. publish at least one scientific article per year of employment in an international journal included in the CA WoS and/or Scopus databases, with a non-zero JIF, CiteScore, or SNIP citation index;

43.3. Meet at least one of the following requirements:

43.3.1. prepare an application for at least one national and/or international research, experimental development, and/or innovation project, and/or a national and/or international scientific dissemination project;

43.3.2. be the implementer of at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

43.3.3. prepare an application for, or participate in the implementation of, at least one research project and/or research program in a specific field funded by the University's own funds;

43.3.4. conduct at least one commissioned research project;

43.3.5. initiate and/or participate in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles).

43.4. Meet at least one of the following requirements:

43.4.1. be a member of a research laboratory and/or a research group;

43.4.2. participate in scientific research conducted in collaboration with researchers and/or project partners;

43.4.3. be a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee;

43.5. Meet at least one of the following requirements:

43.5.1. present the results of their research at at least one national or international scientific event;

43.5.2. be a member of the scientific committee of at least one scientific event.

43.6. Carry out science outreach activities at the national and/or international level for the general public.

43.7. Meet at least one of the following requirements:

43.7.1. participate in working groups or commissions established by state government institutions, state and municipal agencies and organizations, business entities, and nongovernmental organizations;

43.7.2. participate as a member in national or international expert working groups or associations;

43.7.3. review scientific articles submitted for publication in scientific journals;

43.7.4. be a member of scientific societies or thematic research networks (e.g., COST);

43.7.5. be registered in national and/or international databases of experts for the evaluation of projects and/or programs as a potential expert;

43.7.6. provide expert opinions in the public sphere while representing the University community.

43.8. improve teaching, research, and general competencies for at least 8 academic hours per year of employment.

44. A **Junior assistant elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

44.1. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

44.2. publish at least one scientific article in a peer-reviewed scientific journal included in international databases;

44.3. meet at least one of the following requirements:

44.3.1. be one of the principal investigators of at least one research, experimental development, and/or innovation and/or science dissemination project;

44.3.2. participate in the implementation of at least one research project and/or research program in a specific field funded by the University's own funds;

44.3.3. participate (or have participated) in the preparation of at least one peer-reviewed scientific publication;

44.3.4. be a third-cycle student.

44.4. Meet at least one of the following requirements:

44.4.1. be a member of a research laboratory and/or a research group;

44.4.2. Be a co-author of a scientific article;

44.4.3. Present the results of one's research at least one scientific event.

44.5. Meet at least one of the following requirements:

44.5.1. participate in student mentoring activities and/or coordinate non-formal education activities for students;

44.5.2. carry out collaborative activities with general education schools and/or social partners;

44.5.3. Develop and/or conduct at least one commissioned training program administered through the University's Center for Lifelong Learning or other units responsible for competency development;

44.5.4. develop a training program leading to micro-credentials and/or serve as the implementer of such a program;

44.6. improve teaching, research, and general competencies for at least 40 academic hours.

45. A **Senior Lecturer elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

45.1. fulfil the prescribed teaching workload;

45.2. undertake at least two trips abroad to carry out activities related to studies or public needs;

45.3. meet at least one of the following requirements:

45.3.1. teach courses (modules) in a foreign language;

45.3.2. participate in activities related to the quality of studies (such as the field of study committee, evaluation of the study program (field of study), accreditation procedures, etc.);

45.3.3. prepare textbooks, teaching materials, and methodological resources for institutions of higher education;

45.3.4. serve as an advisor for defended bachelor's or master's theses;

45.3.5. participate in student mentoring activities and/or coordinate non-formal education activities for students;

45.3.6. to provide expert opinions in the public sphere while representing the University community;

45.3.7. carry out collaborative activities with general education schools and/or social partners;

45.3.8. to develop and/or conduct at least one commissioned training program administered through the University's Center for Lifelong Learning or other units responsible for professional development;

45.3.9. Develop a training program that awards micro-credentials and/or serve as the program provider.

45.4. improve teaching and general competencies for at least 40 academic hours.

46. A **Lecturer elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

46.1. fulfil the prescribed teaching workload;

46.2. undertake at least two trips abroad to carry out activities related to studies or public needs;

46.3. improve their teaching and general competencies for a minimum of 40 academic hours.

## **V. MINIMUM REQUIREMENTS FOR LECTURERS AND RESEARCH STAFF IN THE NATURAL AND TECHNOLOGICAL SCIENCES ELECTED THROUGH PUBLIC COMPETITION DURING THEIR TERM OF OFFICE**

47. This section sets forth the minimum requirements during the term of office for individuals holding the positions of **professor, associate professor, assistant, chief researcher, senior researcher, researcher, research fellow, junior assistant, senior lecturer, or lecturer** through a **public competition**.

48. A **Professor elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

48.1. fulfil the prescribed teaching workload;

48.2. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

48.3. publish at least 5 scientific articles with a in scientific journals (at least one as the sole author or lead co-author) that are included in the CA WoS database and have JIF and AIF citation metrics, with a JIF/AIF is greater than 0.25 (if the journal belongs to several subject categories, the average JIF/AIF across all categories, calculated taking into account the size of the categories, must be greater than 0.25) , of which at least 3 articles must be published in foreign scientific journals or co-authored with researchers from foreign scientific and/or academic institutions;

48.4. meet at least one of the following requirements:

48.4.1. review scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index;

48.4.2. serve as a guest editor and/or a member of the editorial board for periodicals and/or individual publications indexed in international databases;

48.4.3. hold a position of responsibility and authority in international academic and scientific networks;

48.4.4. participate as an expert in the activities of national and/or international expert groups or commissions.

48.5. Meet at least one of the following requirements:

48.5.1. as a project leader, prepare at least one application for an international research, experimental development, and/or innovation and/or science dissemination project;

48.5.2. serve as the project leader of at least one international research, experimental development, and/or innovation and/or science dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period);

48.5.3. lead at least one research project funded by the University's own funds (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or, as a project leader, submit such an application and/or lead a research program in a specific field of study (for a period of no less than 12 months);

48.5.4. lead at least one commissioned research project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

48.5.5. initiate and, as a compiler or editor-in-chief, coordinate at least one international scientific publication (a collective monograph or a collection of scientific articles), published by an internationally recognized publisher, bringing together authors from at least three different countries, and organize the publication process;

48.6. Meet at least one of the following requirements:

48.6.1. supervise a dissertation;

48.6.2. supervise a postdoctoral fellowship and/or have previously supervised a postdoctoral fellowship for which the report has been approved;

48.6.3. serve as an advisor for a dissertation and a successfully defended dissertation, officially appointed by the doctoral committee;

48.6.4. serve as a member of the dissertation defense committee;

48.6.5. be a member of the doctoral committee;

48.6.6. teach doctoral students;

48.6.7. serve as a reviewer of a dissertation proposal or dissertation;

48.6.8. serve as an advisor to a foreign doctoral student appointed by order of the rector;

- 48.6.9. serve as a mentor to early-career researchers or otherwise contribute to the development of their research activities;
- 48.6.10. head (for a period of no less than 12 months) a research laboratory or other organizational unit engaged in scientific activities;
- 48.6.11. lead joint research conducted in collaboration with researchers and/or project partners;
- 48.6.12. lead national and/or international expert groups and commissions;
- 48.6.13. initiate and/or coordinate long-term scientific cooperation with other research and academic institutions or social partners, involving other researchers in joint R&D activities;
- 48.7. Meet at least one of the following requirements:
  - 48.7.1. present the results of their research as an invited speaker at at least one international scientific event;
  - 48.7.2. serve as a member of the scientific committee of at least one international scientific event;
  - 48.7.3. moderate a session (or sessions) at an international scientific event.
- 48.8. Meet at least one of the following requirements:
  - 48.8.1. independently or as part of a team with other researchers, carry out at least one commissioned research project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with significant impact;
  - 48.8.2. have independently or in collaboration with other researchers carried out at least one project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with a significant impact;
  - 48.8.3. Develop and/or conduct at least three commissioned training programs administered through the University's Center for Lifelong Learning or other units responsible for professional development;
  - 48.8.4. Develop a training program that awards micro-credentials and/or serve as the implementer of such a program.
  - 48.8.5. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.
- 48.9. Meet at least one of the following requirements:
  - 48.9.1. Serve as an evaluation expert for international R&D projects and/or national and international programs;
  - 48.9.2. Participate in management or oversight groups for international research projects;
  - 48.9.3. Be registered in national and/or international databases of project and/or program evaluation experts as a potential expert.
- 48.10. Meet at least one of the following requirements:
  - 48.10.1. to participate as an expert in, and/or chair, working groups or commissions established by state administrative bodies, state and municipal agencies and organizations, business entities, and nongovernmental organizations;
  - 48.10.2. while conducting scientific research, or when invited or delegated, to provide consultations (conclusions, recommendations) to the public or to entities in the public or private sectors, identifying oneself in writing as a member of the University community;
  - 48.10.3. while conducting scientific research, or when invited or delegated, to provide consultations (conclusions, recommendations) in writing to international organizations, institutions, and transnational organizations, identifying oneself as a member of the University community;
- 48.11. Fulfill at least 4 of the following requirements:
  - 48.11.1. Chair a study program, a field of study committee (subcommittee), or a doctoral committee;
  - 48.11.2. Teach courses (modules) in a foreign language;

48.11.3. Participate in activities related to the quality of education (activities of the doctoral committee or field of study committee, evaluation and accreditation procedures for the study program or field of study, etc.);

48.11.4. prepare textbooks, teaching materials, and methodological resources for institutions of higher education;

48.11.5. serve as an advisor for defended bachelor's and master's theses;

48.11.6. participate in student mentoring activities and/or coordinate non-formal education activities for students;

48.11.7. involve first- and/or second-cycle students in academic (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);

48.11.8. carry out collaborative activities with general education schools and/or social partners;

48.11.9. present research results and/or the content of study activities at an international scientific event, clearly demonstrating the contribution of the research and/or studies to the achievement of at least one of the United Nations Sustainable Development Goals;

48.12. improve teaching, research, and general competencies for a minimum of 40 academic hours.

49. An **Associate professor elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

49.1. fulfil the prescribed teaching workload;

49.2 undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

49.3. publish at least 3 scientific articles in scientific journals included in the CA WoS database and having JIF and AIF citation indices, where the JIF/AIF ratio is greater than 0.25 (if the journal belongs to several subject categories, the average JIF/AIF ratio across all categories-calculated taking into account the size of the categories-must be greater than 0.25), and of these, at least 1 article published in a foreign scientific journal or co-authored with researchers from foreign scientific and/or academic institutions;

49.4. meet at least one of the following requirements:

49.4.1. review scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index, or in journals included in international databases;

49.4.2. serve as a guest editor and/or a member of the editorial board for periodicals and/or individual publications indexed in national or international databases;

49.4.3. actively participate in the activities of academic research networks (e.g., COST);

49.4.4. participate as an expert in the activities of national and/or international expert groups or commissions.

49.5. Meet at least one of the following requirements:

49.5.1. lead and/or participate in the preparation of at least one application for a national and/or international research, experimental development, and/or innovation project, and/or a national and/or international science dissemination project;

49.5.2. have served as the principal investigator of at least one national and/or international research, experimental development and/or innovation project and/or a national and/or international scientific dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or an implementer;

49.5.3. prepare a proposal or participate in the implementation of at least one research project and/or research program in a specific field of study funded by the University's own funds;

49.5.4. lead or conduct at least one commissioned research project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

49.5.5. initiate and/or participate in the preparation of at least one international scientific publication (a collective monograph or a collection of scientific articles), published by an internationally recognized publisher, bringing together authors from at least three different countries, and contribute to the organization of the publication process.

49.6. Meet at least one of the following requirements:

49.6.1. lead a research laboratory, another structural unit engaged in scientific activities, or a group of researchers (for a period of no less than 12 months);

49.6.2. lead joint research conducted in collaboration with researchers and/or project partners;

49.6.3. serve as a member or chair of the organizing committee of a scientific or practical conference, or as a member or chair of the scientific committee.

49.7. Meet at least one of the following requirements:

49.7.1. supervise a dissertation;

49.7.2. supervise a postdoctoral fellowship and/or have supervised a postdoctoral fellowship for which the report has been approved;

49.7.3. serve as an advisor for a dissertation and/or a successfully defended dissertation, officially appointed by the doctoral committee;

49.7.4. be a member of the dissertation defense committee;

49.7.5. be a member of the doctoral committee;

49.7.6. teach doctoral students;

49.7.7. supervise the research internship of a doctoral student from a foreign academic and research institution;

49.7.8. serve as a reviewer of a dissertation proposal or dissertation;

49.7.9. serve as an advisor to a doctoral student from abroad, appointed by order of the rector;

49.7.10. serve as a co-author of a scientific publication prepared in collaboration with a junior researcher;

49.7.11. lead or participate in research projects involving early-career researchers;

49.7.12. participate in the peer review or quality assurance processes for the scientific work of early-career researchers.

49.8. Meet at least one of the following requirements:

49.8.1. Present the results of one's research at at least one international scientific event;

49.8.2. serve as a member of the scientific committee of at least one international scientific event;

49.8.3. Moderate a session (or sessions) at an international scientific event.

49.9. Meet at least one of the following requirements:

49.9.1. in collaboration with other researchers, carry out at least one commissioned research project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

49.9.2. Independently or in collaboration with other researchers, carry out at least one project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output.

49.9.3. develop and/or conduct at least two customized training programs administered through the University's Center for Lifelong Learning or other units responsible for competency development;

49.9.4. develop a training program leading to micro-credentials and/or serve as the implementer of such a program;

49.9.5. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.

49.10. Meet at least one of the following requirements:

49.10.1. Serve as an expert on national or international R&D projects and/or national or international programs;

49.10.2. Participate in management or oversight groups for national or international research projects;

49.10.3. Be registered in national and/or international databases of project and/or program evaluation experts as a potential expert.

49.11. Meet at least one of the following requirements:

49.11.1. participate as an expert in working groups or commissions established by state administrative bodies, state and municipal institutions and organizations, business entities, and nongovernmental organizations;

49.11.2. While conducting scientific research, or when invited or delegated, provide consultations (conclusions, recommendations) to the public or to entities in the public or private sectors, identifying oneself in writing as a member of the University community;

49.11.3. while conducting scientific research, or when invited or delegated, providing written consultations (conclusions, recommendations) to international organizations, institutions, and transnational organizations while representing the University community;

49.12. Meet at least 3 of the following requirements:

49.12.1. Chair a study program and/or a field of study committee (subcommittee) or a doctoral committee;

49.12.2. Teach courses (modules) in a foreign language;

49.12.3. participate in activities related to the quality of studies (activities of the field of study committee or doctoral committee, evaluation and accreditation procedures for the study program (field of study), etc.);

49.12.4. prepare textbooks, teaching materials, and instructional resources for institutions of higher education;

49.12.5. serve as an advisor for defended bachelor's and master's theses;

49.12.6. participate in student mentoring activities and/or coordinate students' non-formal education activities;

49.12.7. involve first- and/or second-cycle students in academic (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);

49.12.8. carry out collaborative activities with general education schools and/or social partners;

49.12.9. present research results and/or the content of study activities at a national and/or international scientific event, clearly demonstrating the contribution of the research and/or study activities to the achievement of at least one of the United Nations Sustainable Development Goals;

49.13. improve teaching, research, and general competencies for a minimum of 40 academic hours.

50. An **Assistant elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

50.1. fulfil the prescribed teaching workload;

50.2. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

50.3. publish at least one scientific article in a scientific journal included in the CA WoS database with JIF and AIF citation indices, where the JIF/AIF is greater than 0.25 (if

the journal belongs to several subject categories, the average JIF/AIF across all categories, calculated taking into account the size of the categories, must be greater than 0.25);

50.4. meet at least one of the following requirements:

50.4.1. prepare an application for at least one national and/or international research, experimental development, and/or innovation project, and/or a national and/or international scientific dissemination project;

50.4.2. be the lead implementer of at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international science dissemination project;

50.4.3. prepare an application or participate in the implementation of at least one research project and/or research program in a specific field funded by the University's own funds;

50.4.4. conduct at least one commissioned research project;

50.4.5. initiate and/or participate in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles).

50.5. Meet at least one of the following requirements:

50.5.1. be a member of a research laboratory and/or a research group;

50.5.2. participate in scientific research conducted in collaboration with researchers and/or project partners;

50.5.3. be a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee.

50.6. Meet at least one of the following requirements:

50.6.1. present the results of their research at at least one national or international scientific event;

50.6.2. be a member of the scientific committee of at least one scientific event.

50.7. Meet at least one of the following requirements:

50.7.1. develop and/or conduct at least one commissioned training program administered through the University's Center for Lifelong Learning or other units responsible for professional development;

50.7.2. Develop a training program leading to micro-credentials and/or serve as the program coordinator;

50.7.3. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.

50.8. Meet at least one of the following requirements:

50.8.1. Participate in working groups or commissions established by state governing bodies, state and municipal agencies and organizations, business entities, and nongovernmental organizations;

50.8.2. Participate as a member in national or international expert working groups or associations;

50.8.3. review scientific articles submitted for publication in scientific journals;

50.8.4. be a member of scientific societies or thematic research networks (e.g., COST);

50.8.5. be registered as a potential expert in national and/or international databases of experts for the evaluation of projects and/or programs;

50.8.6. provide expert opinions in the public sphere when representing the University community;

50.9. Meet at least 2 of the following requirements:

50.9.1. chair a study program and/or a field of study committee (subcommittee);

50.9.2. teach courses (modules) in a foreign language;

50.9.3. participate in activities related to the quality of studies (such as field of study committee meetings, evaluation and accreditation procedures for study programs (fields of study), etc.);

50.9.4. prepare textbooks, teaching materials, and methodological resources for institutions of higher education;

50.9.5. supervise defended bachelor's or master's theses;

50.9.6. participate in student mentoring activities and/or coordinate students' non-formal education activities;

50.9.7. involve first- and/or second-cycle students in academic (artistic) or applied research activities (research projects, academic publications, conference presentations, preparation of student research papers, etc.);

50.9.8. carry out collaborative activities with general education schools and/or social partners;

50.9.9. present research results and/or the content of study activities at a scientific event, clearly demonstrating the contribution of the research and/or studies to the achievement of at least one of the United Nations Sustainable Development Goals;

50.10. improve teaching, research, and general competencies for at least 40 academic hours.

51. A **Chief researcher elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

51.1. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

51.2. publish at least 10 scientific articles in journals (at least one as the sole author or lead co-author) included in the CA WoS database and having JIF and AIF citation indices, where the JIF/AIF is greater than 0.25 (if the journal belongs to multiple subject categories, the average JIF/AIF across all categories, calculated at taking into account the size of the categories, must be greater than 0.25), and at least 5 of them as the sole author or lead co-author, including at least 5 scientific articles in foreign scientific publications or with co-authors from foreign scientific and/or academic institutions;

51.3. meet at least one of the following requirements:

51.3.1. review scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index;

51.3.2. serve as a guest editor and/or a member of the editorial board for periodicals and/or individual publications cited in international databases;

51.3.3. hold a position of responsibility and authority in international academic and scientific networks;

51.3.4. participate as an expert in the activities of national and/or international expert groups or commissions.

51.4. Meet at least one of the following requirements:

51.4.1. as a project leader, prepare at least one application for an international research, experimental development, and/or innovation and/or science dissemination project;

51.4.2. serve as the project leader of at least one international research, experimental development, and/or innovation and/or science dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period);

51.4.3. lead at least one research project funded by the University's own funds (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or, as a project leader, submit such an application and/or lead a research program in a specific field of study (for a period of no less than 12 months);

51.4.4. lead at least one commissioned research project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

51.4.5. initiate and, as a compiler or editor-in-chief, coordinate at least one international scientific publication (a collective monograph or a collection of scientific articles), published by an internationally recognized publisher, bringing together authors from at least three different countries, and organize the publication process;

51.5. Meet at least one of the following requirements:

51.5.1. supervise a dissertation;

51.5.2. supervise a postdoctoral fellowship and/or have previously supervised a postdoctoral fellowship for which the report has been approved;

51.5.3. serve as an advisor to a dissertation and a successfully defended dissertation, officially appointed by the doctoral committee;

51.5.4. be a member of the dissertation defense committee;

51.5.5. be a member of the doctoral committee;

51.5.6. teach doctoral students;

51.5.7. serve as a reviewer of a dissertation proposal or dissertation;

51.5.8. serve as an advisor to a foreign doctoral student appointed by order of the rector;

51.5.9. serve as a mentor to early-career researchers or otherwise contribute to the development of their research activities;

51.5.10. head (for a period of no less than 12 months) a research laboratory or other organizational unit engaged in scientific activities;

51.5.11. lead joint research conducted in collaboration with researchers and/or project partners;

51.5.12. lead national and/or international expert groups and commissions;

51.5.13. initiate and/or coordinate long-term scientific cooperation with other research and academic institutions or social partners, involving other researchers in joint R&D activities;

51.6. Meet at least one of the following requirements:

51.6.1. present the results of their research as an invited speaker at at least one international scientific event;

51.6.2. serve as a member of the scientific committee of at least one international scientific event;

51.6.3. moderate a session (or sessions) at an international scientific event.

51.7. Meet at least one of the following requirements:

51.7.1. Independently or in collaboration with other researchers, have carried out at least one commissioned research project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with significant impact;

51.7.2. have independently or in collaboration with other researchers carried out at least one project that resulted in a report, recommendations, a draft legislative act, a commercialized product, or another research output with a significant impact;

51.7.3. Develop and/or conduct at least three commissioned training programs administered through the University's Center for Lifelong Learning or other units responsible for professional development;

51.7.4. Develop a training program that awards micro-credentials and/or serve as the implementer of such a program.

51.7.5. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.

51.8. Meet at least one of the following requirements:

51.8.1. Serve as an evaluation expert for international R&D projects and/or national and international programs;

51.8.2. Participate in management or oversight groups for international research projects;

51.8.3. Be registered in national and/or international databases of project and/or program evaluation experts as a potential expert.

51.9. Meet at least one of the following requirements:

51.9.1. participate as an expert in, or chair, working groups or commissions established by state administrative bodies, state and municipal institutions and organizations, business entities, or nongovernmental organizations;

51.9.2. while conducting scientific research, or when invited or delegated, to provide consultations (conclusions, recommendations) to the public or to entities in the public or private sectors, identifying oneself in writing as a member of the University community;

51.9.3. while conducting scientific research, or when invited or delegated, to provide consultations (conclusions, recommendations) in writing to international organizations, institutions, and transnational organizations, identifying oneself as a member of the University community;

51.10. Meet at least 2 of the following requirements:

51.10.1. Chair a study program, a field of study committee (subcommittee), or a doctoral committee;

51.10.2. participate in activities related to the quality of studies or research (activities of a doctoral committee or a field of study committee, evaluation procedures for a study program (field of study) or research, etc.);

51.10.3. supervise defended master's theses or dissertations;

51.10.4. participate in student mentoring activities and/or coordinate students' non-formal education activities;

51.10.5. involve first- and/or second-cycle students in academic (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);

51.10.6. carry out collaborative activities with general education schools and/or social partners;

51.10.7. present research results and/or the content of study activities at an international scientific event, clearly demonstrating the contribution of the research and/or studies to the achievement of at least one of the United Nations Sustainable Development Goals;

51.11. improve teaching, research, and general competencies for at least 40 academic hours.

52. A **Senior Researcher elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

52.1. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

52.2. publish no fewer than 8 scientific articles in journals included in the CA WoS database and having JIF and AIF citation indices, with a JIF/AIF ratio greater than 0.25 (if a journal belongs to multiple subject categories, the average JIF/AIF, calculated taking into account the size of the categories, is greater than 0.25)), of which at least 4 scientific articles must be published in foreign scientific journals or with co-authors from foreign scientific and/or academic institutions;

52.3. meet at least one of the following requirements:

52.3.1. review scientific articles submitted for publication in scientific journals included in the CA WoS and/or Scopus databases that have a non-zero JIF, CiteScore, or SNIP citation index, or in journals included in international databases;

52.3.2. serve as a guest editor and/or a member of the editorial board for periodicals and/or individual publications indexed in national or international databases;

52.3.3. actively participate in the activities of academic research networks (e.g., COST);

52.3.4. participate as an expert in the activities of national and/or international expert groups or commissions.

52.4. Meet at least one of the following requirements:

52.4.1. lead and/or participate in the preparation of at least one application for a national and/or international research, experimental development, and/or innovation project, and/or a national and/or international science dissemination project;

52.4.2. have served as the principal investigator of at least one national and/or international research, experimental development and/or innovation project and/or a national and/or international scientific dissemination project (for a period of no less than 12 months, unless the funding terms specify a shorter project implementation period) or as an implementer;

52.4.3. prepare an application or participate in the implementation of at least one research project and/or research program in a specific field funded by the University's own resources;

52.4.4. lead or conduct at least one commissioned research project, the outcome of which is a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;

52.4.5. initiate and/or participate in the preparation of at least one international scientific publication (a collective monograph or a collection of scientific articles), published by an internationally recognized publisher, bringing together authors from at least three different countries, and contribute to the organization of the publication process.

52.5. Meet at least one of the following requirements:

52.5.1. have managed a research laboratory, another organizational unit engaged in research activities, or a group of researchers (for a period of at least 12 months);

52.5.2. lead joint research conducted in collaboration with researchers and/or project partners;

52.5.3. serve as a member or chair of the organizing committee of a scientific or practical conference, or as a member or chair of the scientific committee.

52.6. Meet at least one of the following requirements:

52.6.1. supervise a dissertation;

52.6.2. supervise a postdoctoral fellowship and/or have supervised a postdoctoral fellowship for which the report has been approved;

52.6.3. serve as an advisor for a dissertation and/or a successfully defended dissertation, officially appointed by the doctoral committee;

52.6.4. be a member of the dissertation defense committee;

52.6.5. be a member of the doctoral committee;

52.6.6. teach doctoral students;

52.6.7. supervise the research internship of a doctoral student from a foreign academic and research institution;

52.6.8. serve as a reviewer of a dissertation proposal or dissertation;

52.6.9. serve as an advisor to a doctoral student from a foreign institution, as appointed by order of the rector;

52.6.10. serve as a co-author of a scientific publication prepared in collaboration with a junior researcher;

52.6.11. lead or participate in research projects involving early-career researchers;

52.6.12. participate in the peer review or quality assurance processes for the scientific work of early-career researchers.

52.7. Meet at least one of the following requirements:

52.7.1. present the results of their research at at least one international scientific event;

- 52.7.2. serve as a member of the scientific committee of at least one international scientific event;
- 52.7.3. moderate a session (or sessions) at an international scientific event.
- 52.8. Meet at least one of the following requirements:
  - 52.8.1. in collaboration with other researchers, carry out at least one commissioned research project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output;
  - 52.8.2. Independently or in collaboration with other researchers, carry out at least one project resulting in a report, recommendations, a draft legislative act, a commercialized product, or another impactful research output.
  - 52.8.3. Develop and/or conduct at least two commissioned training programs administered through the University's Center for Lifelong Learning or other units responsible for professional development;
  - 52.8.4. Develop a training program leading to micro-credentials and/or serve as the program coordinator.
  - 52.8.5. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.
- 52.9. Meet at least one of the following requirements:
  - 52.9.1. Serve as an expert on national or international R&D projects and/or national or international programs;
  - 52.9.2. participate in management or oversight groups for national or international research projects;
  - 52.9.3. be registered in national and/or international databases of project and/or program evaluation experts as a potential expert;
- 52.10. Meet at least one of the following requirements:
  - 52.10.1. participate as an expert in working groups or commissions established by state administrative bodies, state and municipal institutions and organizations, business entities, or nongovernmental organizations;
  - 52.10.2. While conducting scientific research, or when invited or delegated, provide consultations (conclusions, recommendations) to the public or to entities in the public or private sectors, identifying oneself in writing as a member of the University community;
  - 52.10.3. while conducting scientific research, or when invited or delegated, providing written consultations (conclusions, recommendations) to international organizations, institutions, and transnational organizations while identifying as a member of the University community;
- 52.11. Meet at least 2 of the following requirements:
  - 52.11.1. Chair a study program and/or a field of study committee (subcommittee) or a doctoral committee;
  - 52.11.2. Participate in activities related to the quality of studies or research (activities of a field of study committee or doctoral committee, evaluation procedures for a study program (field of study) or research, etc.);
  - 52.11.3. supervise defended bachelor's or master's theses or dissertations;
  - 52.11.4. participate in student mentoring activities and/or coordinate students' non-formal education activities;
  - 52.11.5. involve first- and/or second-cycle students in scientific (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);
  - 52.11.6. carry out collaborative activities with general education schools and/or social partners;
  - 52.11.7. present research results and/or the content of study activities at a national and/or international scientific event, clearly demonstrating the contribution of the research

and/or study activities to the achievement of at least one of the United Nations Sustainable Development Goals;

52.12. improve teaching, research, and general competencies for a minimum of 40 academic hours.

53. A **Researcher elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

53.1. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

53.2. publish at least 6 research articles in journals included in the CA WoS database and having JIF and AIF citation indices, where the JIF/AIF is greater than 0.25 (if the journal belongs to several subject categories, the average JIF/AIF across all categories-calculated taking into account the size of the categories-must be greater than 0.25), of which at least 3 scientific articles must be published in foreign scientific journals or co-authored with researchers from foreign scientific and/or academic institutions;

53.3. meet at least one of the following requirements:

53.3.1. prepare an application for at least one national and/or international research, experimental development, and/or innovation project, and/or a national and/or international scientific dissemination project;

53.3.2. be the implementer of at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

53.3.3. prepare an application for, or participate in the implementation of, at least one research project and/or research program in a specific field funded by the University's own funds;

53.3.4. conduct at least one commissioned research project;

53.3.5. initiate and/or participate in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles).

53.4. Meet at least one of the following requirements:

53.4.1. be a member of a research laboratory and/or a research group;

53.4.2. participate in scientific research conducted in collaboration with researchers and/or project partners;

53.4.3. be a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee.

53.5. Meet at least one of the following requirements:

53.5.1. present the results of one's research at at least one national or international scientific event;

53.5.2. be a member of the scientific committee of at least one scientific event.

53.6. Meet at least one of the following requirements:

53.6.1. develop and/or conduct at least one commissioned training program administered through the University's Center for Lifelong Learning or other units responsible for professional development;

53.6.2. Develop a training program leading to micro-credentials and/or serve as the program coordinator;

53.6.3. Conduct science outreach activities at the national and/or international level for the general public-at least 5 such activities during the term of office.

53.7. Meet at least one of the following requirements:

53.7.1. Participate in working groups or commissions established by state governing bodies, state and municipal agencies and organizations, business entities, and nongovernmental organizations;

53.7.2. participate as a member in national or international expert working groups or associations;

53.7.3. review scientific articles submitted for publication in scientific journals;

53.7.4. be a member of scientific societies or thematic research networks (e.g., COST);

53.7.5. be registered in national and/or international databases of experts for the evaluation of projects and/or programs as a potential expert;

53.7.6. provide expert opinions in the public sphere while representing the University community.

53.8. Meet at least one of the following requirements:

53.8.1. Chair a first- or second-cycle study program and/or a field of study committee (subcommittee);

53.8.2. participate in activities related to the quality of studies or research (participate in the procedures of the field of study committee, study program (field of study), research evaluation, etc.);

53.8.3. supervise defended bachelor's or master's theses;

53.8.4. participate in student mentoring activities and/or coordinate students' non-formal education activities;

53.8.5. involve first- and/or second-cycle students in academic (artistic) or applied research activities (research projects, scientific publications, conference presentations, preparation of student research papers, etc.);

53.8.6. carry out collaborative activities with general education schools and/or social partners;

53.8.7. present research results and/or the content of study activities at a scientific event, clearly demonstrating the contribution of the research and/or studies to the achievement of at least one of the United Nations Sustainable Development Goals;

53.9. improve teaching, research, and general competencies for at least 40 academic hours.

54. **A Research Fellow elected through a public competition:**

54.1. If a research fellow is employed under the terms of a publicly announced call for project proposals, during the period of employment they shall:

54.1.1. achieve the results specified in the project funding agreement;

54.1.2. fulfil other obligations and requirements specified in the project funding agreement.

54.2. If a research fellow is hired in accordance with the terms of a public competition announced by the University, during the employment period, they shall carry out the work plan approved for them and must:

54.2.1. travel abroad at least once every two years to conduct research, transfer knowledge and technology, or engage in other activities aimed at meeting societal needs;

54.2.2. For each year of employment, publish at least one research article in an international journal included in the CA WoS database and having JIF and AIF citation metrics, where the JIF/AIF is greater than 0.25 (if the journal belongs to several subject categories, the average JIF/AIF across all categories, calculated taking into account the size of the categories, must be greater than 0.25);

54.3. meet at least one of the following requirements:

54.3.1. prepare an application for at least one national and/or international research, experimental development, and/or innovation project, and/or a national and/or international scientific dissemination project;

54.3.2. be the implementer of at least one national and/or international research, experimental development, and/or innovation project and/or a national and/or international scientific dissemination project;

54.3.3. prepare an application for, or participate in the implementation of, at least one research project and/or research program in a specific field funded by the University's own funds;

54.3.4. conduct at least one commissioned research project;

54.3.5. initiate and/or participate in the preparation of at least one national and/or international scientific publication (a collective monograph or a collection of scientific articles).

54.4. Meet at least one of the following requirements:

54.4.1. be a member of a research laboratory and/or a research group;

54.4.2. participate in scientific research conducted in collaboration with researchers and/or project partners;

54.4.3. be a member or chair of the organizing committee of a scientific or practical conference, or a member of the scientific committee.

54.5. Meet at least one of the following requirements:

54.5.1. present the results of their research at at least one national or international scientific event;

54.5.2. be a member of the scientific committee of at least one scientific event.

54.6. Carry out science outreach activities at the national and/or international level for the general public.

54.7. Meet at least one of the following requirements:

54.7.1. Participate in working groups or commissions established by state governing bodies, state and municipal agencies and organizations, business entities, and nongovernmental organizations;

54.7.2. participate as a member in national or international expert working groups or associations;

54.7.3. review scientific articles submitted for publication in scientific journals;

54.7.4. be a member of scientific societies or thematic research networks (e.g., COST);

54.7.5. be registered in national and/or international databases of experts for the evaluation of projects and/or programs as a potential expert;

54.7.6. provide expert opinions in the public sphere when representing the University community;

54.8. improve teaching, research, and general competencies for at least 8 academic hours per year of employment.

55. A **Junior assistant elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

55.1. undertake at least two trips abroad to carry out activities related to studies, research, knowledge and technology transfer, or other activities serving the needs of society;

55.2. publish at least one scientific article in a scientific journal included in the CA WoS or Scopus databases with a non-zero citation index;

55.3. meet at least one of the following requirements:

55.3.1. be one of the principal investigators of at least one research, experimental development, and/or innovation and/or science dissemination project;

55.3.2. participate in the implementation of at least one research project and/or research program in a specific field funded by the University's own funds;

55.3.3. participate (or have participated) in the preparation of at least one peer-reviewed scientific publication;

55.3.4. be a third-cycle student.

55.4. Meet at least one of the following requirements:

55.4.1. Be a member of a research laboratory and/or a research group;

55.4.2. Be a co-author of a scientific article.

55.5. Present the results of their research at at least one scientific event.

55.6. Meet at least one of the following requirements:

55.6.1. participate in student mentoring activities and/or coordinate non-formal education activities for students;

55.6.2. carry out collaborative activities with general education schools and/or social partners;

55.6.3. Develop and/or conduct at least one commissioned training program administered through the University's Center for Lifelong Learning or other units responsible for competency development;

55.6.4. develop a training program leading to micro-credentials and/or serve as the implementer of such a program;

55.7. improve teaching, research, and general competencies for at least 40 academic hours.

56. A **Senior Lecturer elected through a public competition** shall, during the term of office, fulfil the approved activity plan and:

56.1. fulfil the prescribed teaching workload;

56.2. undertake at least two trips abroad to carry out activities related to studies or public needs;

56.3. meet at least one of the following requirements:

56.3.1. teach courses (modules) in a foreign language;

56.3.2. participate in activities related to the quality of studies (such as the field of study committee, evaluation of the study program (field of study), accreditation procedures, etc.);

56.3.3. prepare textbooks, teaching materials, and methodological resources for institutions of higher education;

56.3.4. serve as an advisor for defended bachelor's or master's theses;

56.3.5. participate in student mentoring activities and/or coordinate non-formal education activities for students;

56.3.6. to provide expert opinions in the public sphere while representing the University community;

56.3.7. carry out collaborative activities with general education schools and/or social partners;

56.3.8. to develop and/or conduct at least one commissioned training course administered through the University's Center for Lifelong Learning or other units responsible for professional development;

56.3.9. develop a training program leading to micro-credentials and/or serve as the implementer of such a program;

56.4. improve teaching and general competencies for at least 40 academic hours.

57. A **lecturer selected through a public competition** shall carry out the activity plan approved for them during their term of office and must:

57.1. fulfil the prescribed teaching workload;

57.2. undertake at least two trips abroad to carry out activities related to studies or public needs;

57.3. improve their teaching and general competencies for a minimum of 40 academic hours.

## **VI. REQUIREMENTS FOR THOSE SEEKING TO OBTAIN A UNIVERSITY ACADEMIC TITLE AND THE PROCEDURE FOR ITS AWARD**

58. The University Senate (hereinafter referred to as the "Senate") confers the academic titles of University Professor and Associate Professor upon University faculty members.

59. The academic title of professor may be conferred upon faculty members who meet all of the following requirements:

- 59.1. have supervised at least one successfully defended doctoral dissertation;
- 59.2. have at least 10 years of teaching experience at the University, , and have served as a professor at the University for at least 5 years, during which time their teaching load was no less than 0.5 full-time equivalent, and who use the University's institutional affiliation in their scholarly work;
- 59.3. who have met the workload requirements for lecturers over the past 5 years;
- 59.4. who meet the minimum qualification requirements for the position of professor in effect at the time of application.

60. The academic title of associate professor may be conferred upon faculty members who meet all of the following requirements:

- 60.1. having at least 8 years of teaching experience at the University, and having held the position of associate professor or professor at the University for at least 5 years, during which time their teaching load was no less than 0.5 full-time equivalent, and who use the University's institutional affiliation in their scholarly work;
- 60.2. have met the workload requirements for faculty members over the past 5 years;
- 60.3. who meet the minimum qualification requirements for the associate professor position in effect at the time of application.

61. A person wishing to be awarded the academic title of professor or associate professor shall submit the following documents to the council of the academic unit:

- 61.1. a request to the Senate to confer a University academic title, specifying the field of science or art and the title sought;
- 61.2. a curriculum vitae;
- 61.3. a joint certificate signed by the Vice Rector for Science and Innovation regarding:
  - 61.3.1. the candidate's fulfillment of study-related workload standards and the minimum study-related requirements for the respective position during their term of office (information for the certificate is provided by the Center for Academic Affairs);
  - 61.3.2. a certificate confirming compliance with the requirements set forth in subparagraphs 59.2 (for candidates for the academic title of professor) or 60.1 (for candidates for the academic title of associate professor) of these Requirements (information for the certificate is provided by the Personnel Management Center);
  - 61.3.3. evidence that the candidate has met the minimum requirements related to research activity for the respective position during their term of office (information for the certificate is provided by the Center for Research and Innovation).

62. The candidate requests a joint certificate *of compliance with the requirements for the award of an academic title* on the University's website, specifying in the comments section for which academic title-professor or associate professor-the certificate is being requested.

63. Upon receipt of a request to prepare a joint certificate by the responsible departments, the Human Resources Management Center first assesses whether the requirement for the necessary length of service has been met and informs the Center for Science and Innovation accordingly.

64. Upon receiving a request to prepare a joint certificate and a positive assessment of the candidate's teaching experience in the positions of associate professor and/or professor, the Center for Science and Innovation places the joint certificate form in a shared folder, where the relevant information is filled out by the Center for Academic Affairs, the Human Resources Management Center, the International Affairs Office, the Communications and Marketing Center, and the academic unit where the candidate performs their primary function . These units shall complete the information within 15 business days of receiving the request.

65. The completed joint certificate is sent to the applicant via the email address provided by the applicant for review and to add any missing information. The applicant has 5 business days to supplement the certificate. Once the applicant has supplemented the joint certificate-or if the applicant fails to submit a supplemented certificate-the certificate is signed by the vice rector responsible for the relevant field of study. The signed joint certificate is sent to the applicant at the email address they provided within 5 business days. The applicant submits the received joint certificate, along with their application and curriculum vitae, to the academic unit council.

66. Within 15 working days of reviewing the candidate's application, the joint certificate, the submitted documents, and other relevant circumstances, the academic unit council shall submit the candidate's documents and the council's resolution regarding the proposal to confer the academic title to the Document Management Service. Documents registered in the electronic document and process management system (e-DVS) are immediately forwarded to the Secretary of the Senate.

67. Within 5 business days, the Secretary of the Senate shall submit the documents to the Senate's Committees on Studies, Research, and Doctoral Studies for their opinion.

68. The Senate's Committees on Studies, Research, and Doctoral Studies shall submit their opinions within 15 working days of receiving the documents (the e-DVS registers the minutes of the committee meetings and transmits copies of them to the Secretary of the Senate via the system). The Secretary of the Senate shall prepare a draft Senate resolution and submit it to the Senate for consideration.

69. The Senate adopts a decision on the conferral of an academic title at its next meeting and formalizes it through a Senate resolution, a copy or excerpt of which is attached to the documents regarding the conferral of the academic title.

70. A faculty member who has been awarded the academic title of professor or associate professor is issued a certificate of professor or associate professor. The certificate is signed by the rector and the Chair of the Senate. The University's official seal is affixed next to the rector's signature.

71. Issued certificates of professor or associate professor are recorded in separate registers.

72. Copies of certificates of professor and associate professor issued by the University, as well as documents conferring the academic title, are kept in the employee's personnel file at the Human Resources Management Center.

73. The Personnel Management Center maintains records of the issuance of certificates for professors and associate professors. Certificate forms, their ledgers, and the documents on the basis of which the forms were obtained and issued, as well as the registers of certificates for academic titles, are stored in accordance with the procedure established by the laws of the Republic of Lithuania.

## **VII. REQUIREMENTS FOR THOSE SEEKING THE TITLE OF UNIVERSITY PROFESSOR EMERITUS AND THE PROCEDURE FOR ITS AWARD**

74. The Senate may confer the title of University Professor Emeritus upon professors who have actively engaged in scientific and/or pedagogical work at the University in a professorial capacity for at least 5 years and have retired, in recognition of their exceptional contributions to science.

75. A Professor Emeritus may participate in the University's activities: enjoy all privileges granted to employees, use the library and other University infrastructure, contribute to the organization of University events and participate in them, and be provided with a University email address.

76. A professor emeritus may receive a monthly stipend, the amount of which is determined by the University Council. The monthly stipend for a professor emeritus is

awarded by order of the rector. The amount of the approved stipend may be adjusted by a decision of the University Council, taking into account the University's financial situation.

77. Candidates for the title of professor emeritus may be nominated by the Chair of the University Council, the Chair of the Senate, the Rector, or a dean, after evaluating the recommendation of the faculty council. The nomination must be accompanied by the candidate's consent to participate in the consideration for the title of Professor Emeritus (Appendix 1 to the Requirements).

78. A commission established by order of the Rector reviews the nominations received. It selects candidates and submits a recommendation to the Rector regarding the conferral of the title of Professor Emeritus, along with the proposed amount of the monthly stipend. The size of the fund for monthly allowances for professor's emeritus is determined by the University Rector, considering the amount of monthly allowances for professors emeritus specified in the University's budget for the calendar year, as approved by the University Council.

79. After reviewing the committee's recommendation, the Rector submits the proposal to the Senate, which makes the decision on conferring the title of professor emeritus.

80. The professor emeritus is awarded a diploma of emeritus status, which lists the positions the professor held while working at the University.

### **VIII. REQUIREMENTS FOR THOSE SEEKING THE STATUS OF ASSOCIATE LECTURER OR RESEARCHER AT THE UNIVERSITY AND THE PROCEDURE FOR GRANTING SUCH STATUS**

81. The status of University associate professor (professor or associate professor) or associate researcher (hereinafter referred to as "associate professor" or "associate researcher") is granted to a faculty member or researcher who was selected through a public competition at the University and has worked at the University, maintains academic ties with the University-such as co-authoring academic publications with University staff, conducting joint research, experimental development, or art projects with them, advising them on academic or pedagogical matters, or similar activities. This status is granted for a period not exceeding 5 years, with the possibility of renewal for an additional 5-year period.

82. An associate lecturer or researcher may return to their previous position without a competitive selection process if the Senate approves and if, upon submission of a request to return to their previous position, an extraordinary evaluation is conducted. If the performance of an associate lecturer or researcher is evaluated positively following the special evaluation, an indefinite-term employment contract is concluded with them.

83. The status of associate lecturer or researcher is granted by the Senate upon the recommendation of the rector.

84. Nominations for the status of associate lecturer or researcher may be submitted to the Rector by the Chair of the University Council, the Chair of the Senate, or a dean, after evaluating the recommendation of the faculty council (the content of the resolution), or by the Chair of the Committee on Science and Innovation. The proposal to the Rector and the Faculty Council's recommendation (resolution) must specify the merits for which the person is being proposed to receive the status of associate lecturer or associate researcher.

85. Candidates shall submit written consent to become associate lecturers or researchers and to participate in the Senate's deliberations regarding the conferral of the status of associate lecturer or researcher (Appendix 1 to the Requirements).

86. The status of associate lecturer or associate researcher requires that scholarly publications be attributed to the University if they were prepared through participation in the University's activities. It is desirable that other publications by the associate lecturer or associate researcher also be attributed to the University.

87. An associate lecturer or researcher may participate in the University's activities, use the library and other general University infrastructure, and is provided with a University email address.

88. The University issues a certificate confirming the status of an associate lecturer or researcher.

89. The Human Resources Center maintains records of the certificates issued to associate lecturers or researchers.

## **IX. REQUIREMENTS FOR THOSE SEEKING THE STATUS OF UNIVERSITY AFFILIATED LECTURER AND THE PROCEDURE FOR GRANTING SUCH STATUS**

90. The status of a university affiliate faculty member (professor, associate professor, or assistant professor) (hereinafter referred to as "affiliated faculty member") is granted to individuals not employed by the University who have made a significant contribution to the development of the University's academic and research activities, to cooperation with partners in society and the business sector, or who have otherwise promoted the University's reputation in Lithuania and around the world.

91. The status of affiliated lecturer is granted for a period of five years by the Senate upon the recommendation of the Rector. This status may be renewed for five-year terms an unlimited number of times through the same procedure.

92. Nominations for the status of affiliated lecturer may be submitted to the Rector by the Chair of the University Council, the Chair of the Senate, a dean, or the Chair of the Committee on Science and Innovation, after evaluating the recommendation of the faculty council. The submission to the Rector and the Faculty Council's recommendation (resolution) must specify the merits for which the individual is being proposed for the status of affiliated lecturer.

93. Candidates must submit their consent to participate in the review for the conferral of affiliated lecturer status (Appendix 1 to the Requirements). Candidates who have not worked at the University must also submit a curriculum vitae and a list of scientific publications.

94. The status of affiliated lecturer requires that scholarly publications be attributed to the University if they were prepared through participation in the University's activities. It is encouraged that other publications by the affiliated lecturer also be attributed to the University.

95. An affiliated lecturer may participate in the University's activities, use the library and other general University infrastructure, and is provided with a University email address.

96. The University issues a certificate confirming the status of an affiliated lecturer.

97. The Human Resources Center maintains records of the certificates issued to affiliated faculty members.

## **X. FINAL PROVISIONS**

98. The minimum qualification requirements may be waived for individuals who have demonstrated exceptional professional achievements or who have held administrative positions at the University, by decision of the University Rector, upon the recommendation of the University's Faculty and Research Staff Appointments Committee or the University Personnel Committee.

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Qualification Requirements for  
Academic Staff and Requirements for  
Those Seeking to Obtain the Title of  
Professor or Professor Emeritus at  
Mykolas Romeris University, or the  
Status of Associate Professor,  
Researcher, or Affiliated Professor  
Appendix 1

.....  
(first name, last name)

.....  
(Street address, ZIP code, phone number, email)  
.....

To the Senate of Mykolas Romeris University

### **CONSENT**

**TO PARTICIPATE IN THE CONSIDERATION OF THE GRANTING OF THE STATUS OF PROFESSOR EMERITUS/ASSOCIATE  
PROFESSOR/AFFILIATED FACULTY MEMBER**

20.....-.....-.....  
Vilnius

I agree to become a professor emeritus/associate/affiliated at Mykolas Romeris University \_\_\_\_\_ (*specify status*)  
and to participate in the Senate's deliberation on the granting of the status of professor emeritus/associate/affiliated lecturer or  
researcher.

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

I agree that, upon being granted the status of professor emeritus/associate/affiliated \_\_\_\_\_ (*specify status*), Mykolas Romeris University may process my personal data for the entire duration of the professor emeritus status/association/affiliation, Mykolas Romeris University will process the following data for the purpose of administering the research process (to establish authorship of research output, record and evaluate the results of employees' research (and artistic) activities, and compile and submit documents): first name, last name, email address, phone number, department, position, formal and informal education, professional, pedagogical, and academic qualifications, language proficiency, membership in organizations, awards, fields of research, IP address of personal website, researcher ID in Scopus, WoS, and other databases, publications, membership on editorial boards of scientific journals, presentations at scientific conferences, popular science articles, information on research internships, participation in doctoral programs and expert activities, information on courses taught, guest lectures, commissioned training sessions, participation in project activities, commissioned research, volunteer activities, and events.

I agree that the following data may be made public for the purpose of promoting academic collaboration: formal and informal education, language proficiency, membership in organizations, areas of research, participation in expert and project activities, commissioned research and training, and volunteer work.

I agree that, for the purposes of evaluating university performance, Mykolas Romeris University may process this data for 7 years after the expiration of the professor emeritus/association/affiliation status.

I agree that, following the expiration of the status of professor emeritus/association/affiliation, this data may be processed for two years for the purpose of assessing compliance with the requirements for candidacy for academic staff positions (this applies to all of the aforementioned data).

.....

(signature)

.....

(first name, last name)