



Minimum Formal Requirements, Substantive Requirements and Criteria for the Assessment of Qualifications for the Position of Assistant (R1)

Minimum Formal Requirements (Stage I)

- Holding the required professional qualification, namely at least a Master's degree or an equivalent qualification.
- Submission of complete application documents, including a declaration on the preparation of a Research Development Plan within 4 months of employment (for research and research and teaching positions).
- Compliance with the provisions of the Law on Higher Education and Science.

Minimum Substantive Requirements (Stage II)*

- at least a Master's degree or an equivalent in the relevant discipline;
- minimum research experience in the relevant field (where required or optional**);
- minimum teaching experience (where required or optional**);
- minimum experience related to participation in projects;
- minimum organisational experience;
- interpersonal skills and aptitude for performing the duties of the position;
- minimum required level of knowledge of English and, where required, another language;
- other specific criteria set out in the vacancy announcement.

Detailed Criteria for the Assessment of Candidates' Qualifications (Stage III)

Career Level in accordance with the recommendations of the European Commission and the European Charter for Researchers

level	Level Name	Description	position
R1	First Stage Researcher	An academic staff member at an early stage of their career, usually before obtaining a doctoral degree.	Assistant

Assessment Criteria

For Research and Teaching Positions:

Area	Weighting	Criteria
Research	40%	1. Number and quality of publications in journals included in the ministerial journal list, monographs, or chapters in monographs.
		2. Participation in national or international research projects.
		3. Knowledge of English and, where required, another language, at a level enabling publication of research results (minimum B2).
		4. Knowledge or experience in the discipline specified in the vacancy announcement.
		5. A specific skill or potential identified in the vacancy announcement.
		Additional recruitment criteria may be introduced, including criteria not listed above, such as patents and intellectual property rights, where applicable.
Teaching	30%	1. Experience in teaching or co-teaching academic courses in various formats.
		2. Preparation of teaching materials.
		3. Digital teaching competencies, including the use of e-learning platforms and multimedia tools.
		4. Knowledge of English and, where required, another foreign language at a level enabling the delivery of teaching activities (minimum B2).
		5. Knowledge or skills specified in the vacancy announcement.
		Possibility of adding additional recruitment criteria not listed above.
Organisational	15%	1. Participation in the organisation of conferences, seminars, and university initiatives.
		2. Participation in student scientific societies or student projects.
		3. Knowledge or experience specified in the vacancy announcement.
		4. Specific Skill Required in the Vacancy Announcement
		Additional recruitment criteria not listed above may be introduced.

Cooperation	15%	1. Interpersonal skills and teamwork, communication, and conflict resolution.
		2. International experience (including internships, exchange programmes, and cooperation with foreign institutions).
		Additional recruitment criteria not listed above may be introduced.

For Teaching Positions:

Area	Weighting	Criteria
Teaching	70%	1. Experience in teaching or co-teaching courses (in various forms).
		2. Preparation of teaching materials.
		3. Digital teaching competencies, including the use of e-learning platforms and multimedia tools.
		4. Knowledge of English and, where required, another foreign language at a level enabling the delivery of teaching activities (minimum B2).
		5. Knowledge or skills specified in the vacancy announcement.
		Possibility of adding additional recruitment criteria not listed above.
Organisational	15%	1. Participation in the organisation of conferences, seminars, and university initiatives.
		2. Participation in student scientific societies or student projects.
		3. Knowledge or experience specified in the vacancy announcement.
		4. Specific Skill Required in the Vacancy Announcement
		Additional recruitment criteria not listed above may be introduced.
Cooperation	15%	1. Interpersonal skills and teamwork, communication, and conflict resolution.
		2. International experience (including internships, exchange programmes, and cooperation with foreign institutions).
		Additional recruitment criteria not listed above may be introduced.

For Research Positions:

Area	Weighting	Criteria
Research	70%	1. Number and quality of publications in journals included in the ministerial journal list, monographs, or chapters in monographs.
		2. Participation in national or international research projects.
		3. Knowledge of English and, where required, another language, at a level enabling publication of research results (minimum B2).
		4. Knowledge or experience in the discipline specified in the vacancy announcement.
		5. A specific skill or potential identified in the vacancy announcement.
		Additional recruitment criteria may be introduced, including criteria not listed above, such as patents and intellectual property rights, where applicable.
Organisational	15%	1. Participation in the organisation of conferences, seminars, and university initiatives.
		2. Participation in student scientific societies or student projects.
		3. Knowledge or experience specified in the vacancy announcement.
		4. Specific Skill Required in the Vacancy Announcement
		Additional recruitment criteria not listed above may be introduced.
Cooperation	15%	1. Interpersonal skills and teamwork, communication, and conflict resolution.
		2. International experience (including internships, exchange programmes, and cooperation with foreign institutions).
		Additional recruitment criteria not listed above may be introduced.

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Assessment Scale

- **0 points** – criterion not met or no evidence provided;
- **1 point** – minimum level achieved;
- **2 points** – expected level achieved;
- **3 points** – outstanding level achieved.

* Minimum substantive requirements are defined at the stage of preparing the vacancy announcement and should relate to all key duties associated with the position, i.e. the research, teaching, and organisational components in the case of research and teaching positions, and, in the case of other staff groups, as appropriate to the position.

** In competitive recruitment procedures for teaching positions, research achievements may constitute an additional asset. Similarly, for research positions, teaching achievements may be considered an asset.