



Minimum Formal Requirements, Substantive Requirements and Criteria for the Assessment of Qualifications for the Position of ASSISTANT PROFESSOR (R2).

Minimum Formal Requirements (Stage I)

- Holding the required academic degree, i.e. a doctoral degree.
- Submission of a complete set of 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 Law on Higher Education and Science.

Minimum Substantive Requirements (Stage II)*

- an academic degree in the relevant field / discipline;
- minimum research experience in the relevant field (where required or optional**);
- minimum teaching experience (where required or optional**);
- minimum experience as a member of a project team;
- minimum organisational experience;
- interpersonal skills and aptitude for performing the duties of the position;
- minimum required level of knowledge of English and, where applicable, another foreign language;
- other specific criteria set out in the vacancy announcement.

Detailed Criteria for the Assessment of a Candidate's Qualifications (Stage III)

Researcher career level in accordance with the Recommendations of the European Commission and the European Charter for Researchers

level	Level Name	Description	position
R2	Recognised Researcher	An academic staff member holding a doctoral degree, with research experience but without full research independence.	Assistant Professor

Assessment Criteria

For Research and Teaching Positions:

Area	Weighting	Criteria
Research	40%	1. Independent publications in reputable scientific journals or academic publishing houses with a recognised standing in the discipline (number, quality, and originality).
		2. Participation in research projects as a principal investigator or key researcher, including national grants (NCN, NCBR) and international grants.
		3. Knowledge of English and, where required, another foreign language at a level enabling the candidate to publish research results (minimum B2 level).
		4. Knowledge or Experience in the Field Specified in the Vacancy Announcement.
		5. Specific skill or potential specified in the vacancy announcement.
		Additional recruitment criteria not listed above may be introduced, including, where applicable, patents and intellectual property rights.
Teaching	30%	1. Teaching lectures and classes.
		2. Preparation of teaching materials and innovative teaching methods.
		3. Digital teaching competencies.
		4. Knowledge of English and, where required, another language, sufficient to teach courses (minimum B2 level).
		5. Knowledge or skills specified in the vacancy announcement.
		Additional recruitment criteria not listed above may be added.
Organisational	15%	1. Organisation of research or teaching conferences.
		2. Obtaining teaching funds or educational development grants.
		3. Knowledge or experience specified in the vacancy announcement.
		4. Specific skill specified in the vacancy announcement.
		Additional recruitment criteria not listed above may be added.

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 added.

For Teaching Positions:

Area	Weighting	Criteria
Teaching	70%	1. Teaching lectures and classes.
		2. Preparation of teaching materials and innovative teaching methods.
		3. Digital teaching competencies.
		4. Knowledge of English and, where required, another language, sufficient to teach courses (minimum B2 level).
		5. Knowledge or skills specified in the vacancy announcement.
		Additional recruitment criteria not listed above may be added.
Organisational	15%	1. Organisation of research or teaching conferences.
		2. Obtaining teaching funds or educational development grants.
		3. Knowledge or experience specified in the vacancy announcement.
		4. Specific skill specified in the vacancy announcement.
		Additional recruitment criteria not listed above may be added.
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 added.

For Research Positions:

Area	Weighting	Criteria
Research	70%	1. Independent publications in reputable scientific journals or academic publishing houses with a recognised standing in the discipline (number, quality, and originality).
		2. Participation in research projects as a principal investigator or key researcher, including national grants (NCN, NCBR) and international grants.
		3. Knowledge of English and, where required, another foreign language at a level enabling the candidate to publish research results (minimum B2 level).
		4. Knowledge or Experience in the Field Specified in the Vacancy Announcement.
		5. Specific skill or potential specified in the vacancy announcement.
		Additional recruitment criteria not listed above may be introduced, including, where applicable, patents and intellectual property rights.
Organisational	15%	1. Organisation of research or teaching conferences.
		2. Obtaining teaching funds or educational development grants.
		3. Knowledge or experience specified in the vacancy announcement.
		4. Specific skill specified in the vacancy announcement.
		Additional recruitment criteria not listed above may be added.
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 added.



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.