



Minimum Formal Requirements, Substantive Requirements and Criteria for the Assessment of Qualifications for the Position of University Professor (R3)

Minimum Formal Requirements (Stage I)

- Holding the required academic degree, i.e. the degree of habilitated doctor.
- 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 in the implementation of projects;
- minimum organisational experience;
- interpersonal skills and aptitude for performing the duties of the position;
- minimum level of knowledge of English and, where required, another language;
- other specific criteria specified in the vacancy announcement.

Detailed Criteria for the Assessment of Candidates' 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
R3	Established Researcher	An independent member of academic staff capable of leading research projects and research teams.	University Professor

Assessment Criteria

For Research and Teaching Positions:

Area	Weighting	Criteria
research	40%	1. Significant research achievements, including authorship or co-authorship of monographs and publications in reputable scientific journals or academic publishing houses recognised within the discipline.
		2. Leading research projects funded from national or international sources (e.g. NCN, NCBR, Horizon Europe).
		3. Knowledge of English and, where required, another language at a level enabling publication and participation in research projects (C1 level).
		4. Potential for the development of research in an area strategic to UKSW.
		5. Specific skill or potential specified in the vacancy announcement.
		Additional recruitment criteria not listed above may be added, including, where applicable, patents and protective rights.
teaching	30%	1. Experience in delivering lectures and seminars, as well as supervising doctoral candidates.
		2. Authorship of textbooks or teaching materials.
		3. Implementation of innovative teaching methods.
		4. Knowledge of English and, where required, another language, at a level enabling the delivery of courses (C1).
		5. Experience in developing study programmes.
		Additional recruitment criteria not listed above may be added.
organisational	15%	1. Leading research or teaching teams.
		2. Organisation of conferences, including international conferences.
		3. Securing funding for the development of research and teaching infrastructure.
		4. Participation in the work of university bodies (councils, committees).
		Additional recruitment criteria not listed above may be introduced.

cooperation	15%	1. Experience in building national and international partnerships.
		2. Interpersonal skills and conflict resolution.
		3. Experience in mentoring early-career researchers.
		Additional recruitment criteria not listed above may be added.

For Teaching Positions:

Area	Weighting	Criteria
teaching	70%	1. Experience in delivering lectures and seminars, as well as supervising doctoral candidates.
		2. Authorship of textbooks or teaching materials.
		3. Implementation of innovative teaching methods.
		4. Knowledge of English and, where required, another language, at a level enabling the delivery of courses (C1).
		5. Experience in developing study programmes.
		Additional recruitment criteria not listed above may be added.
organisational	15%	1. Leading research or teaching teams.
		2. Organisation of conferences, including international conferences.
		3. Securing funding for the development of research and teaching infrastructure.
		4. Participation in the work of university bodies (councils, committees).
		Additional recruitment criteria not listed above may be introduced.
cooperation	15%	1. Experience in building national and international partnerships.
		2. Interpersonal skills and conflict solving.
		3. Experience in mentoring early-career researchers.
		Additional recruitment criteria not listed above may be added.

For Research Positions:

Area	Weighting	Criteria
research	70%	1. Significant research achievements, including authorship or co-authorship of monographs and publications in reputable scientific journals or academic publishing houses recognised within the discipline.
		2. Leading research projects funded from national or international sources (e.g. NCN, NCBR, Horizon Europe).
		3. Knowledge of English and, where required, another language at a level enabling publication and participation in research projects (C1 level).
		4. Potential for the development of research in an area strategic to UKSW.
		5. Specific skill or potential specified in the vacancy announcement.
		Additional recruitment criteria not listed above may be added, including, where applicable, patents and protective rights.
organisational	15%	1. Leading research or teaching teams.
		2. Organisation of conferences, including international conferences.
		3. Securing funding for the development of research and teaching infrastructure.
		4. Participation in the work of university bodies (councils, committees).
		Additional recruitment criteria not listed above may be introduced.
cooperation	15%	1. Experience in building national and international partnerships.
		2. Interpersonal skills and conflict resolution.
		3. Experience in mentoring early-career researchers.
		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.