

Dean's Regulation No. 8/2026

Specification of requirements for Senior Researcher positions at the FZP CZU Prague

The requirements for the individual senior positions verify the scientific qualifications and teaching competence of the candidate and at the same time supplement other requirements for the faculty management when deciding on the placement of candidates in individual senior positions with appropriate financial evaluation.

The first section specifies the requirements for potential appointment to the position of senior researcher, while the second section defines the minimum performance standards that a researcher in this position must meet each year in order to remain in the position. A distinction is made between the positions of "Senior Researcher 1" and "Senior Researcher 2." These positions are not automatically granted. The decision to appoint a researcher to a senior researcher position is made by the faculty Dean's Advisory Board based on the criteria listed below and available funding.

To be considered for the position of senior researcher, applicants must meet at least the criteria listed below.

Senior Researcher 1:

- associate professor degree
- h index: 10
- number of citations excluding self-citations: at least 500 (or co-author of a publication in a Nature Index journal)
- completed foreign internship min. 3 months at a stretch
- projects: at least 1 multi-year project with a minimum allocation of 3 mil. CZK as principal investigator or co-investigator with a significant contribution to a part of the project (e.g., work package leader)
- PhD dissertations successfully defended under one's supervision: 2
- responsibility for at least 2 courses or responsibility for a degree program

Senior Researcher 2:

- professor degree
- h index: 20
- number of citations excluding self-citations: at least 1800 (or publications in a Nature Index journal as first, corresponding, or last author)
- completed foreign internship totalling min. 5 months
- projects: at least 2 multi-year projects with a minimum allocation of 3 mil. CZK as principal investigator or co-investigator with a significant contribution to a part of the project (e.g., work package leader)
- PhD dissertations successfully defended under one's supervision: 4
- review, review chapter, monography: 1
- responsibility for at least 3 courses or responsibility for a degree program

Senior researchers are evaluated annually, typically during the first quarter of the calendar year. The evaluation is conducted by the faculty administration based on the criteria listed below and the submitted self-evaluation. The evaluation covers achievements over the past three calendar years (particularly publication and project activities, results of applied research, PhD defenses, teaching, and science outreach). Exceptions include the number of PhD graduates, which is calculated over a five-year period, and the requirement for submitted projects, which is evaluated only for the most recent year.

If a researcher in a senior position fails to meet any of the criteria listed below, he or she will receive a warning in the first year of non-compliance, which is intended to be informative. In the event of repeated non-compliance (i.e., twice in the last three years), the researcher's activities in that position will be suspended until he or she demonstrates compliance with the required criteria. If the failure to meet the requirements concerns a researcher in the position of Senior Researcher II who nevertheless meets the requirements for the position of Senior Researcher I, the position will not be completely suspended, but the researcher will simply be reassigned to the position of Senior Researcher I. Repeated failure to meet the requirements is defined as failure to meet any criterion; it does not necessarily have to be the same criterion as in the previous evaluation.

Senior Researcher 1:

Projects

1) The first criterion is the number of ongoing projects and the amount of funding they generate for the faculty. Both national and international projects are evaluated, in which the researcher acts as the principal investigator or co-investigator with a significant role in carrying out a part of the project (e.g., work package leader). The total funding allocated to the FZP across all projects must achieve a minimum of one million CZK per year.

2) At the same time, researchers are expected to be active in submitting project proposals. This requirement must be met unless the researcher has an ongoing project (or projects) that meets the previous criterion.

Publications and other outputs

3) Minimum number of articles in journals with an Impact Factor (D1, NI – author/co-author; Q1 – as first or corresponding author, or as mentor to the first author affiliated with FZP), or applied research outputs (particularly patents or contract research) over the past 3 years: 2

PhD graduates

4) PhD degrees awarded in the last 5 years; minimum requirement: 1

Teaching

5) This includes a self-evaluation in which the researcher assesses his or her contribution to teaching, including the supervision of theses. Among the measurable criteria, the researcher is required to be the primary instructor for at least two courses or a program guarantor.

Science popularization

6) This section again includes a self-evaluation in which the researcher assesses his or her activities in science popularization and raising the profile of FZP. Although the minimum requirements are not explicitly defined, an appropriate level of activity in this area is expected.

Senior Researcher 2:

Projects

1) The first criterion is the number of ongoing projects and the amount of funding they generate for the faculty. Both national and international projects are evaluated, in which the researcher acts as the principal investigator or co-investigator with a significant role in carrying out a part of the project (e.g., work package leader). The total funding allocated to the FZP across all projects must achieve a minimum of one million CZK per year.

2) At the same time, researchers are expected to be active in submitting project proposals. This requirement must be met unless the researcher has an ongoing project (or projects) that meets the previous criterion.

Publications and other outputs

3) Minimum number of articles in journals with an Impact Factor (D1, NI – author/co-author; Q1 – as first or corresponding author, or as mentor to the first author affiliated with FZP), or applied research outputs (particularly patents or contract research) over the past 3 years: 3

PhD graduates

4) PhD degrees awarded in the last 5 years; minimum requirement: 1

Teaching

5) This includes a self-evaluation in which the researcher assesses his or her contribution to teaching, including the supervision of theses. Among the measurable criteria, the researcher is required to be the primary instructor for at least two courses or a program guarantor.

Science popularization

6) This section again includes a self-evaluation in which the researcher assesses his or her activities in science popularization and raising the profile of FZP. Although the minimum requirements are not explicitly defined, an appropriate level of activity in this area is expected.

This regulation comes into force on 15 June 2026 and repeals Dean's Regulation No. 3/2023.

In Prague 15 June 2026

prof. RNDr. Michael Komárek, Ph.D.
the FZP Dean