

1. System of Positions and Job Titles for Academic Employees and Researchers at the Faculty of Science MU

Wage Category	POSITION ENG	POSITION ENG	JOB TITLE CZ	JOB TITLE ENG
	MU No. 3/2018 – Job Catalogue	SCI MU	SCI MU	SCI MU
ACADEMIC EMPLOYEE POSITIONS				
1	Instructor	-	-	-
	Lecturer I	Lecturer I	Lektor I	Lecturer I
	Researcher I	-	-	-
2	Assistant professor	Assistant professor	Odborný asistent	Assistant Professor
	Lecturer II	Lecturer II	Lektor II	Lecturer II
	Researcher II	Researcher II*	Výzkumný pracovník II	Academic Researcher II
3	Associate professor	Associate professor	Docent	Associate Professor
	Researcher III	Researcher III*	Výzkumný pracovník III	Academic Researcher III
4	Professor	Professor	Profesor	Professor
	Researcher IV	Researcher IV*	Výzkumný pracovník IV	Academic Researcher IV
NON-ACADEMIC POSITIONS in RESEARCH				
6	PostDoc I	-	-	-
	Researcher I	Researcher I	Výzkumník I	Researcher I
7	PostDoc II	Postdoc II	Postdoc	Postdoc
	Researcher II	Researcher II	Výzkumník II	Researcher II
8	PostDoc III	Postdoc III	Postdoc	Postdoc
	Researcher III	Researcher III	Výzkumník III	Researcher III
9	PostDoc IV	-	-	-
	Researcher IV	Researcher IV	Výzkumník IV	Researcher IV

Explanatory Notes:

[-]: These positions are not used in the System of Positions and Job Titles at the Faculty of Science Masaryk University

[*]: Positions of Academic Researcher II–IV are generally created at research infrastructures as stated in section No.3, point 1a).

Position Profiles for Academic Employees and Researchers at the Faculty of Science MU

ACADEMIC EMPLOYEES – Education & Research Path

POSITION DETAILS	WAGE CATEGORY	1	2	2	3	4
	POSITION	LECTURER I	LECTURER II	ASSISTANT PROFESSOR	ASSOCIATE PROFESSOR	PROFESSOR
	JOB TITLE	LECTURER I	LECTURER II	ASSISTANT PROFESSOR	ASSOCIATE PROFESSOR	PROFESSOR
		Lektor I	Lektor II	Odborný asistent	Docent	Profesor
EU RESEARCH LEVEL	R1 - First Stage	R2 - Recognized	R2 - Recognized	R3 - Established R4 - Leading (own group)	R4 - Leading	

ESSENTIAL REQUIREMENTS	LEVEL OF EDUCATION	Master's degree	Ph.D. degree	Ph.D. degree	Ph.D. degree	Ph.D. degree
	ACADEMIC RANK	-	-	-	Habilitation / similar rank awarded abroad	Professor appointment / similar rank awarded abroad
	LEVEL OF ENGLISH LANGUAGE	B2	B2	B2	B2	B2
	MANDATORY TRAINING	Health & Safety Internal Regulations	Health & Safety Internal Regulations	Health & Safety Internal Regulations	Health & Safety Internal Regulations	Health & Safety Internal Regulations

JOB PURPOSE	TEACHING & RESEARCH	<p>The main purpose of the position is to carry out pedagogical and creative tasks (scientific, research & development, innovative or others) in accordance with the mission of the Faculty, activities of the department and ongoing research projects.</p> <p>An employee is involved in teaching and development of study programmes, research & development, popularisation of science & dissemination of research results, and participates in academic authorities and other bodies.</p>
	CORE DUTIES	<p>The summary of main pedagogical and research duties is stated in the MU Job Catalogue (according to the current version – annexes for academic positions). In case of extensive involvement in research activities, the pedagogical workload can be proportionally reduced.</p> <p>Employee is obliged to follow the instructions of a direct superior who assigns the work tasks and their scope in accordance with current needs or operation at the department. Employee also carries out additional administrative or operational activities related to the type of work or departmental duties, as per instructions of the direct superior.</p> <p>Employee adheres to the Labour Code of the Czech Republic and internal regulation of the Faculty and University. Employee also regards the University goodwill and adheres to the Faculty of Science Masaryk University Academic and Professional Employee Code of Ethics and MU Employment Code.</p>

MAIN DUTIES	POSITION	LECTURER I	LECTURER II	ASSISTANT PROFESSOR	ASSOCIATE PROFESSOR	PROFESSOR
	PEDAGOGICAL DUTIES	The volume of teaching duties on long-term average is stated as 14 – 20 hours of tuition per week in bachelor and master’s degree programmes.	Volume of teaching duties on long-term average is stated as 14 – 20 hours of tuition per week in bachelor and master’s degree programmes. Supervision of bachelor and master thesis .	Volume of teaching duties on long-term average is stated as 10 – 12 hours of tuition per week in bachelor and master’s degree programmes. Supervision of bachelor and master thesis .	Volume of teaching duties on long-term average is stated as 6 – 10 hours of tuition per week in bachelor, master’s and doctoral degree programmes. Giving lectures within the required courses in bachelor’s degree programmes. Conducting specialized scientific seminars, supervision of doctoral students , performing additional academic or managerial tasks related to tuition.	Volume of teaching duties on long-term average is stated as 4 – 6 hours of tuition per week in bachelor, master’s and doctoral degree programmes. Giving lectures within the required courses in bachelor’s degree programmes. Conducting specialized scientific seminars, supervision of doctoral students , performing additional academic or managerial tasks related to tuition.
	RESEARCH DUTIES	-		Mainly: <ul style="list-style-type: none"> • independent solving of complex research tasks • active publishing activity (peer-review journals) • active participation at scientific conferences or meetings and presentation of research results 	Mainly: <ul style="list-style-type: none"> • solving of ambitious tasks in basic and applied research with significance for the field of science • resourcing, coordination/leading of research projects • active publishing activity (peer-review journals) • active participation at scientific conferences or meetings and presentation of research results 	Mainly: <ul style="list-style-type: none"> • solving of ambitious tasks in basic and applied research with fundamental significance for the field of science • resourcing, coordination/leading of key research projects • active publishing activity (peer-review journals) • active participation at scientific conferences or meetings and presentation of research results
	OTHER DUTIES	<i>Scope/content of additional tasks is further specified in the Job Description (if relevant)</i>				

ACADEMIC EMPLOYEES – Research Path at the Faculty of Science MU

POSITION DETAILS	WAGE CATEGORY	2	3	4
	POSITION	RESEARCHER II	RESEARCHER III	RESEARCHER IV
	JOB TITLE	ACADEMIC RESEARCHER II	ACADEMIC RESEARCHER III	ACADEMIC RESEARCHER IV
		Výzkumný pracovník II	Výzkumný pracovník III	Výzkumný pracovník IV
EU RESEARCH LEVEL	R2 - Recognized	R3 - Established R4 - Leading (own group)	R4 - Leading	

ESSENTIAL REQUIREMENTS	LEVEL OF EDUCATION	Master's degree	Ph.D. degree	Ph.D. degree
	LEVEL OF ENGLISH LANGUAGE	B2	B2	B2
	LENGTH OF RELEVANT WORK EXPERIENCE	-	at least 5 years	at least 10 years
	MANDATORY TRAINING	Health & Safety Internal Regulations	Health & Safety Internal Regulations	Health & Safety Internal Regulations

JOB PURPOSE	RESEARCH & THESIS SUPERVISION	<p>The main purpose of the position is to carry out creative tasks (scientific, research & development, innovative or others) in accordance with the mission of the Faculty, activities of the Department and ongoing research projects, and involvement in educational activities as a thesis supervisor.</p> <p>Employee is also involved in popularisation of science & dissemination of research outcomes and participates in academic authorities and other bodies.</p>
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	POSITION	ACADEMIC RESEARCHER II	ACADEMIC RESEARCHER III	ACADEMIC RESEARCHER IV	
MAIN DUTIES	CORE DUTIES	<p>The summary of research duties is stated in line with the MU Job Catalogue as follows:</p> <ul style="list-style-type: none"> • independent solving of complex research tasks in a specific field of research • cooperation within a research team, collaboration with foreign researchers • active publishing activity (peer-review journals) • contribution to securing research funding (searching for grant or contract research opportunities, writing and submitting research grant proposals). <p>Supervision of bachelor and master thesis.</p>	<p>The summary of research duties is stated in line with the MU Job Catalogue as follows:</p> <ul style="list-style-type: none"> • independent solving of complex research tasks in a specific field of research • participation in coordination of research projects • cooperation within a research team, collaboration with foreign researchers • active publishing activity (peer-review journals) • peer reviews of a research project in a specific field of research • contribution to securing research funding (searching for grant or contract research opportunities, writing and submitting research grant proposals). <p>Supervision of bachelor and master thesis.</p>	<p>The summary of research duties is stated in line with the MU Job Catalogue as follows:</p> <ul style="list-style-type: none"> • independent solving of complex research tasks in a specific field of research • leading and coordination of research projects • coordination of work within a research team, collaboration with foreign researchers • active publishing activity (peer-review journals) • peer reviews of research project in specific field of research • contribution to securing research funding (searching for grant or contract research opportunities, writing and submitting research grant proposals). <p>Supervision of bachelor and master thesis.</p>	
		<p>Employee is obliged to follow the instructions of a direct superior who assigns the work tasks and their scope in accordance with current needs or operation at the department. Employee also carries out additional administrative or operational activities related to the type of work or departmental duties, as per instructions of the direct superior.</p> <p>Employee adheres to the Labour Code of the Czech Republic and internal regulation of the Faculty and University. Employee also regards the University goodwill and adheres to the Faculty of Science Masaryk University Academic and Professional Employee Code of Ethics and MU Employment Code.</p>			
	RESEARCH DUTIES	<i>Scope/content of research tasks is further specified in the Job Description.</i>			
	EDUCATIONAL DUTIES	Supervision of thesis in the field of expertise: <i>(to be specified in Job Description)</i>			
	OTHER DUTIES	<i>Scope/content of additional tasks is further specified in the Job Description (if relevant)</i>			

RESEARCHERS (non-academic employees) at the Faculty of Science MU

POSITION DETAILS	WAGE CATEGORY	6	7	8	9	7	8
	POSITION	RESEARCHER I	RESEARCHER II	RESEARCHER III	RESEARCHER IV	POSTDOC II	POSTDOC III
	JOB TITLE	RESEARCHER I	RESEARCHER II	RESEARCHER III	RESEARCHER IV	POSTDOC	POSTDOC
		Výzkumník I	Výzkumník II	Výzkumník II	Výzkumník IV	PostDoc	PostDoc
EU RESEARCH LEVEL	R1 - First Stage	R2 - Recognized	R3 - Established	R4 - Leading (own group)	R2 - Recognized	R2 - Recognized	

ESSENTIAL REQUIREMENTS	LEVEL OF EDUCATION	Master's degree / ongoing doctoral studies	Ph.D. degree	Ph.D. degree	Ph.D. degree	Ph.D. degree usually outside of the MU	Ph.D. degree usually outside of the MU
	LEVEL OF ENGLISH LANGUAGE	B2	B2	B2	B2	B2	B2
	LENGTH OR RELEVANT WORK EXPERIENCE	-	-	at least 5 years	at least 10 years	Awarded Ph.D. degree no longer than 8 years ago	
						If a Ph.D. degree was earned at the MU, PostDoc experience outside of the MU at least 2 years is required	Conducting own research project If Ph.D. degree was earned at the MU, prior international experience is required (study stay abroad)
MANDATORY TRAINING	Health & Safety Internal Regulations	Health & Safety Internal Regulations	Health & Safety Internal Regulations	Health & Safety Internal Regulations	Health & Safety Internal Regulations	Health & Safety Internal Regulations	Health & Safety Internal Regulations

JOB PURPOSE	CONDUCT OF RESEARCH	The main purpose of the position is to carry out research & development tasks within the ongoing research activities, in accordance with the mission of the Faculty, activities of the Department.				This position serves a specific purpose – to gain further research experience, professional skills, and scientific expertise via time-limited assignment. The aim is to support further career development.	
	POSITION	RESEARCHER I	RESEARCHER II	RESEARCHER III	RESEARCHER IV	POSTDOC II	POSTDOC III
MAIN DUTIES	CORE DUTIES	<p>The summary of research duties is stated in line with the MU Job Catalogue as follows:</p> <ul style="list-style-type: none"> • carrying out research subtasks according to the instructions, working within a research team • participation in publishing activities, eventual presentation of research outcomes 	<p>The summary of research duties is stated in line with the MU Job Catalogue as follows:</p> <ul style="list-style-type: none"> • independent solving of specific research tasks • cooperation within a research team • optimizing of procedures and techniques • active publishing activity (peer-review journals) and presentation of research outcomes • searching for grant or contract research opportunities, writing and submitting research grant proposals 	<p>The summary of research duties is stated in line with the MU Job Catalogue as follows:</p> <ul style="list-style-type: none"> • independent solving of specific research tasks • optimizing/innovation of procedures and techniques • coordination of tasks within ongoing research project (main investigator/co-investigator), supervision of researchers • active publishing activity (peer-review journals) and presentation of research outcomes • searching for grant or contract research opportunities, writing and submitting research grant proposals 	<p>The summary of research duties is stated in line with the MU Job Catalogue as follows:</p> <ul style="list-style-type: none"> • independent solving of complex research tasks • innovation of procedures and techniques • coordination of tasks within ongoing research project (main investigator/co-investigator), supervision of researchers • coordination/leading of research projects • active publishing activity (peer-review journals) and presentation of research outcomes • searching for grant or contract research opportunities, writing and submitting research grant proposals 	<p>The summary of research duties is stated in line with the MU Job Catalogue as follows:</p> <ul style="list-style-type: none"> • independent solving of specific research tasks within specified research project • presentation of research outcomes in scientific publications (peer-review journals) and at scientific conferences • searching for grant opportunities, writing and submitting research grant proposals 	<p>The summary of research duties is stated in line with the MU Job Catalogue as follows:</p> <ul style="list-style-type: none"> • conducting own research project (thematically in line with the departmental research) • independent solving of specific research tasks • optimizing/innovation of procedures and techniques • presentation of research outcomes in scientific publications (peer-review journals) and at scientific conferences searching for grant opportunities, writing and submitting research grant proposals (in line with future career directions and needs of the workplace)
		Providing mentoring or technical consultancy to students who are gaining practical research expertise at the workplace.					

	Employee is obliged to follow the instructions of a direct superior who assigns the work tasks and their scope in accordance with current needs or operation at the department. Employee also carries out additional administrative or operational activities related to the type of work or departmental duties, as per instructions of a direct superior. Employee adheres to the Labour Code of the Czech Republic and internal regulation or the Faculty and University. Employee also regards the University goodwill and adheres to the Faculty of Science Masaryk University Academic and Professional Employee Code of Ethics and MU Employment Code.
RESEARCH DUTIES	<i>Scope/content of research tasks is further specified in the Job Description</i>
OTHER DUTIES	<i>Scope/content of additional tasks is further specified in the Job Description (if relevant)</i>

