

## **Recommended guidelines for establishing the competence of the candidate**

It is recommended that the competition boards take into account the experience gained by candidates during their careers, including their creativity.

The criteria for the selection of a candidate for research and teaching and research positions take into account the competences according to the profiles:

### **(R1) - applies to supervised researchers.**

Essential competences:

- conducts research under the supervision of a supervisor,
- develops knowledge of research methodology and scientific discipline,
- understands the field of scientific research,
- has the ability to generate and prepare data under the supervision of a supervisor,
- has the ability to critically analyse and evaluate complex tasks,
- can present and explain the results of the research.

Desired competencies:

- develops language and social communication skills, especially in an international context.

### **(R2) - applies to researchers who are not fully independent researchers.**

Essential competences:

- has all the competences of R1 level,
- has structured knowledge and familiarity with research methods in the field,
- skilfully develops concepts, designs and carries out scientific research,
- contributes to publications, patents in the form of original research that advances knowledge,
- skilfully evaluates and critically analyses new, complex concepts,
- can explain the relevance of the research findings to the scientific community,
- takes responsibility for the development of his/her own scientific path,
- sets professional goals to achieve and identifies ways to increase employability,
- He has co-authored publications and conference proceedings.

Desired competencies:

- understands current trends in the relevant industry and related sectors,
- understands the value of scientific work in the development of products and services of a given industry and related sectors,
- is able to present scientific knowledge to a wider range of scientists and the general public,
- promote technological, social and cultural progress in a knowledge-based society through scientific activity,
- supports R1 researchers in their effective research and development work.

### **(R3) - applies to researchers who have reached a level of independence.**

Essential competences:

- has all the competences of the R2 level,
- has an established reputation based on research excellence within the scientific community,
- makes an important contribution to knowledge and research through national and international cooperation,
- identifies opportunities and problems in the area of specialisation,
- develops an appropriate research methodology,
- conducts independent and autonomous research,
- is leading collaborative research projects,
- is a leading author of publications and organises workshops and conferences.

Desired competencies:

- establishes cooperation with other research groups,
- effectively presents the results of the research and the innovation aspects of the research,
- innovates in research,
- can form research consortia, obtain funding for research,
- engages in the development of his or her own research career and acts as a mentor to others.

**(R4) - applies to independent, experienced researchers with a leading role in their field and who are leaders of research teams.**

Essential competences:

- has all the competences of level R3,
- has an international reputation,
- makes a critical assessment of the identification and implementation of research,
- makes a significant contribution to the development of a particular field or set of fields,
- develops strategic research objectives,
- recognises the opportunities for research in the context of the future,
- publishes articles and books with a high impact factor, sits on organising Boards, and gives lectures by invitation.

Desired competencies:

- is an expert in the management and conduct of research projects;
- skilfully manages and motivates the development of others;
- has a proven track record in raising funds for research;
- building the team focuses on long-term planning by providing funding for research positions and staff development paths;
- creates scientific networks;
- can create an innovative and creative environment for research;
- is a model for professional development for other scientists.

1. In the group of research and teaching staff (R1-R4), whose primary duty is to carry out scientific activities, teach and educate students or participate in the education of doctoral students, the selection criteria for the candidate are:

**Research output:**

- a) scientific articles in foreign journals, including those on the so-called Philadelphia list,
- b) scientific articles in national journals, including those on the so-called Philadelphia list,
- c) scientific articles in foreign journals, including those outside the so-called Philadelphia list,
- d) scientific articles in national journals, including those outside the so-called Philadelphia list,
- e) papers published in the proceedings of foreign and international conferences,
- f) papers published in the proceedings of national conferences,
- g) books and monographs,
- h) chapters in books and monographs,
- i) number and type of reviews developed,
- j) citation.

**Scientific supervision:**

- a) number of doctoral theses, doctoral degree proceedings,
- b) number of PhDs promoted,
- c) experience as a promoter, assistant promoter.

**Participation in conferences:**

- a) national,
- b) international.

**Work on editorial boards of journals:**

- a) national (of national and international scope),
- b) foreign.

**Reviews:**

- a) for a degree, post or academic achievement,
- b) books,
- c) conference materials,
- d) articles in Polish and English,
- e) grants.

**Teamwork:**

- a) *experience in leading and working in scientific teams.*

**Knowledge transfer and mobility:**

- a) experience in knowledge transfer between science and business,
- b) professional experience gained outside the university,
- c) experience in mobility programmes (inter-university, intersectoral, international).

**Ability to raise funds and manage research:**

- a) management of research projects including: EU, international,

- b) experience related to research management,
- c) experience in research projects (implementation, industry, others).

**Innovation activities:**

- a) *patents,*
- b) *patent applications,*
- c) *inventions,*
- d) *utility models,*
- e) *implementations.*

**Spreading scientific awareness in the community:**

- a) popular science, technical, other publications,
- b) experience in spreading scientific awareness in society.

**Teaching activities:**

- a) teaching experience,
- b) experience in the preparation of teaching materials and/or laboratory stations,
- c) number of theses in progress,
- d) mentoring of foreign students,
- e) textbooks and scripts,
- f) awards or distinctions for teaching work.

**Organisational activities:**

- a) *experience in organising and managing research and teaching activities.*

**Training received:**

- a) scientific,
- b) didactic.

**Other important achievements:**

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2. In the group of research staff whose primary duty is to carry out scientific activities or to participate in the training of PhD students, the criteria for the selection of a candidate are:

**Research output:**

- a) *scientific articles in foreign journals, including those on the so-called Philadelphia list,*
- b) *scientific articles in national journals, including those on the so-called Philadelphia list,*
- c) scientific articles in foreign journals, including those outside the so-called Philadelphia list,
- d) scientific articles in national journals, including those outside the so-called Philadelphia list,
- e) papers published in the proceedings of foreign and international conferences,

- f) papers published in the proceedings of national conferences,
- g) books and monographs,
- h) chapters in books and monographs,
- i) number and type of reviews developed,
- j) citation.

**Scientific supervision:**

- a) *number of doctoral theses, doctoral degree proceedings,*
- b) *number of PhDs promoted,*
- c) *experience as a promoter, assistant promoter.*

**Participation in conferences:**

- a) *national ,*
- b) *international.*

**Work on editorial boards of journals:**

- a) *national (of national and international scope),*
- b) *foreign.*

**Reviews:**

- a) *for a degree, post or academic achievement,*
- b) *books,*
- c) *conference materials,*
- d) *articles in Polish and English,*
- e) *grants.*

**Teamwork:**

- a) *experience in leading and working in scientific teams.*

**Knowledge transfer and mobility:**

- a) *experience in knowledge transfer between science and business,*
- b) *professional experience gained outside the university,*
- c) *experience in mobility programmes (interuniversity, intersectoral, international).*

**Ability to raise funds and manage research:**

- a) *management of research projects including: EU, international,*
- b) *experience related to research management,*
- c) *experience in research projects (implementation, industry, others).*

**Innovation activities:**

- a) *patents,*
- b) *patent applications,*
- c) *inventions,*

- d) *utility models,*
- e) *implementations.*

**Spreading scientific awareness in the community:**

- a) *popular science, technical, other publications,*
- b) *experience in spreading scientific awareness in society.*

**Organisational activities:**

- a) *experience in organising and managing scientific activities.*

**Training received:**

- a) *scientific.*

**Other important achievements:**

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3. In the group of teaching staff (whose primary duty is to educate and educate students or participate in the education of doctoral students) the criteria for the selection of candidates are:

**Teaching activities:**

- a) *teaching experience,*
- b) *experience in the preparation of teaching materials and/or laboratory stations,*
- c) *number of engineering/licence/master's theses in progress,*
- d) *teaching publications (textbooks and scripts),*
- e) *teaching publications published with students,*
- f) *development of new courses,*
- g) *development of teaching materials on an e-learning platform,*
- h) *awards or distinctions for teaching work.*

**Teaching care:**

- a) *mentoring of foreign students,*
- b) *caring for students with disabilities,*
- c) *care for students pursuing education in accordance with individual study arrangements,*
- d) *mentoring of students in tutoring programmes,*
- e) *care of student circles,*
- f) *care and organisation of camps, excursions, sports competitions,*
- g) *care of the laboratory/teaching room.*

**Participation in:**

- a) *national teaching conferences ,*
- b) *international teaching conferences,*
- c) *national and international teaching projects or events.*

**Work on editorial boards of journals:**

- a) *national (of national and international scope),*
- b) *foreign.*

**Reviews:**

- a) *books,*
- b) *conference materials,*
- c) *articles in Polish and English,*
- d) *teaching projects.*

**Teamwork:**

- a) *experience of leading and working in teaching teams.*

**Teaching mobility:**

- a) *cooperation with national and foreign entities,*
- b) *professional experience gained outside the university,*
- c) *experience in mobility programmes (interuniversity, intersectoral, international).*

**Ability to fundraise and manage teaching projects:**

- a) *experience related to the management of the teaching process,*
- b) *experience in the implementation of teaching projects.*

**Spreading education in the community:**

- a) *popular science, technical, other publications,*
- b) *experience in spreading scientific awareness in society,*
- c) *cooperation with primary and secondary schools.*

**Organisational activities:**

- a) *experience in organising and managing teaching activities,*
- b) *participation in accreditations and programme Boards,*
- c) *work on developing new fields of study.*

**Training received:**

- a) *didactic.*

**Other important achievements:**

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