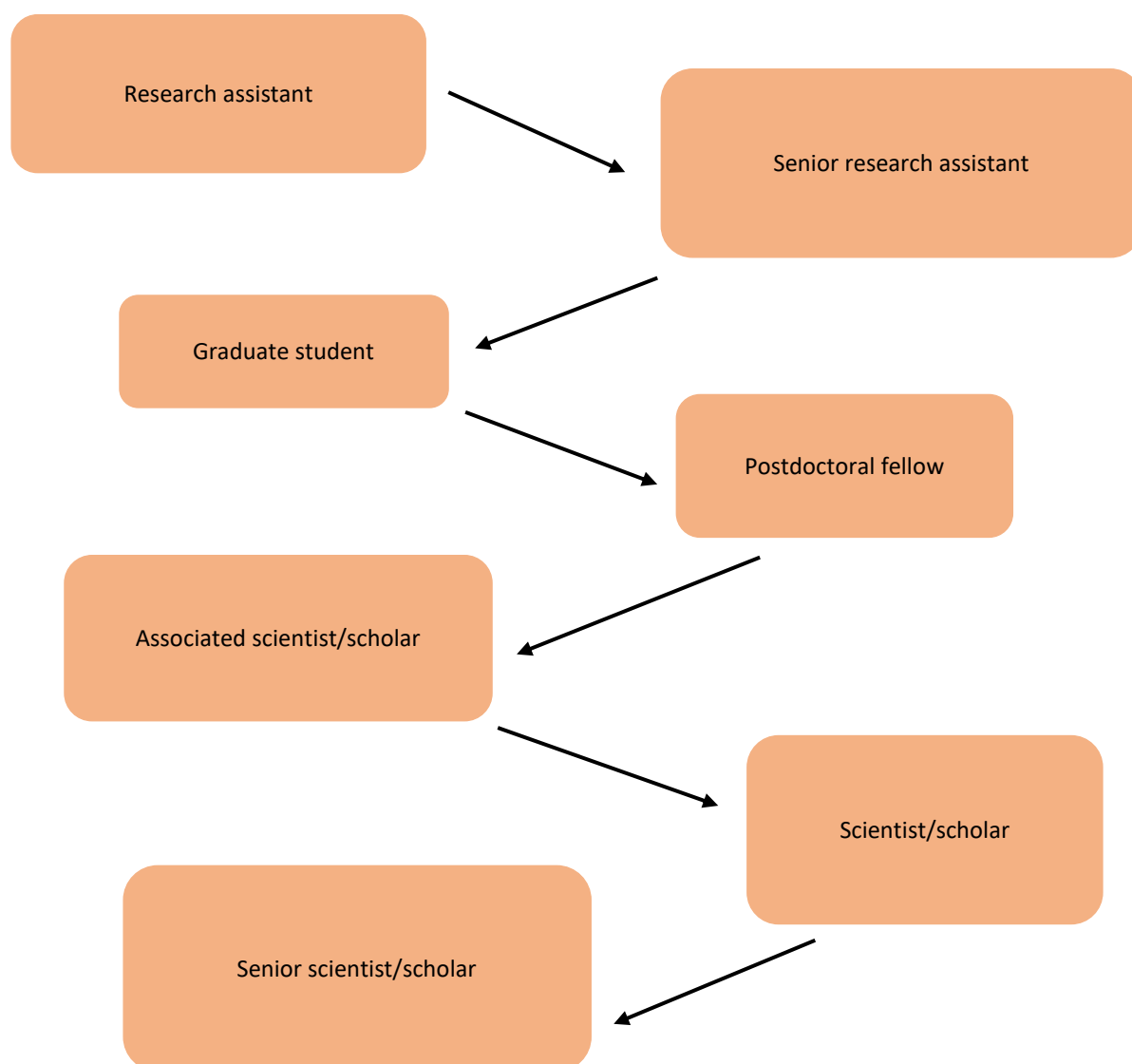


**CAREER DEVELOPMENT OPPORTUNITIES AT
THE INSTITUTE OF PHILOSOPHY OF THE
CZECH ACADEMY OF SCIENCES**

Career scheme for the research departments of the Institute of Philosophy





Support for career development by the Institute of Philosophy

- ⇒ Support of scientific research activities through participation in grant projects or internal calls of the CAS
- ⇒ Support for systematic training of employees
- ⇒ Support of scientific research activities through mentoring by more experienced employees
- ⇒ Support for participation in professional meetings and conferences at national and international levels, including the possibility of trips abroad
- ⇒ Support for the development of employee skills and competences
- ⇒ Possibility of adjusting the working conditions of employees whose career growth might stagnate
- ⇒ Building conditions for reconciling employees' work and family life
- ⇒ Providing feedback in the form of personal evaluation
- ⇒ Determination of the evaluation of university-educated employees of FLU research units through attestation under the supervision of a professional attestation committee according to the Institute of Philosophy of CAS Attestation Regulations



The stages of scientific life at the Institute of Philosophy

1. Research assistant:

University-educated employees without a scientific title who work within a research unit, are not working towards a doctoral degree in an area which forms the focus of that research unit, and who are engaged mostly in auxiliary specialised work.

Tariff class V1–1.

Conditions for proposed assignment to this qualification grade:

- University education at least on the level of bachelor's degree.
- Ability to execute, based on instructions by a senior employee, requisite scientific and auxiliary work (usually proven by previous experience).
- Assignment proposal is based primarily on evaluation submitted by head of the relevant research unit. After negotiations between the unit head and head of the attestation committee, evaluation by unit head is viewed as a sufficient proof of ability and no further documentation or excerpts from databases are required from the employee.
- It is not assumed that such employees have any publications on their own.

2. Senior research assistant:

University-educated employees without a scientific title who work within a research unit, are not working towards a doctoral degree in an area which forms the focus of that research unit, and who execute specialised work which required specific qualification in the area which forms the focus of their units' research activities.

Tariff class V1–2.

Conditions for proposed assignment to this qualification grade:

- University education at least on the level of a master's degree.
- Ability to execute, both according to instructions of a superior and independently, specialised work (usually proven by previous experience).
- Assignment proposal is based primarily on evaluation submitted by head of the relevant research unit. After negotiations between the unit head and head of the attestation committee, evaluation submitted by unit head is usually seen as sufficient. Employees therefore need not deliver further documentation and excerpts from databases.
- It is not assumed that such employees have independently published anything yet. Employees usually actively participate in editorial activities of their units, in translations, and in organisation of scientific and popularising events.
- Assignment to tariff class V1–2 is usually proposed for employees whose work is highly specialised and therefore of crucial importance for meeting research tasks.



3. Graduate student:

Employees currently working towards a doctoral degree.

Tariff class V2.

Conditions for proposed assignment to this qualification grade:

- University education on the level of master's degree, continuous and successful fulfilment of study obligations within their doctoral studies.
- These employees are expected to actively participate in the organisation of science events, popularisation, and other activities of their research units according to instructions of their superiors.
- Employees more advanced in their doctoral studies are expected to publish as sole or main authors in scientific journals (both articles and reviews), anthologies, or collective monographs (usually in domestic journals and publishing houses), eventually also work on organisation of electronic scientific databases.

4. Postdoctoral fellow:

Researchers who had successfully completed their doctoral studies. They remain in this category for at most 5 years since defending their Ph.D.

Tariff class V3.

Conditions for proposed assignment to this qualification grade:

- Completed doctoral studies in an area that forms the focus of research activities of the Institute and at most four years since completion of those studies.
- Publication activity which demonstrates the ability to work in the field of choice independently. Ability to actively participate in research, scientific organisation, popularisation, and other activities of their unit based on instructions by their superior.
- Researchers assigned to this qualification grade are supposed to publish as first or sole authors in scientific journals, anthologies, and collective works, some of which would be published abroad in major world languages.
- Participation in work on scientific databases and other projects belonging to digital humanities may be viewed as an important part of professional profile of candidates for this qualification grade.



5. Associated scientist/scholar:

Researchers who are not, once five years had elapsed since earning a Ph.D. degree, assigned to qualification grade 'scientist/scholar' or 'senior scientist/scholar'.

Tariff class V4.

Conditions for proposed assignment to this qualification grade:

- Ability to achieve high-quality results in research, editing, translating, and other activities and work on projects developed within a research unit. It is assumed that such employees regularly present the results of their research in domestic and international scientific journals, anthologies, and (collective) monographs as well as at domestic and international conferences.
- Ability to actively participate in grant projects, organisation of scientific activity, and popularisation efforts of their research units.
- Employees assigned to this category have usually authored at least one academic monograph or critical edition that appeared as a book, eventually a translation of a relevant text, and at least two journal articles or book chapters published abroad.
- In case employees assigned to this category did not publish a scholarly monograph, they ought to have published at least five academic articles (in a journal or as a book chapter) at least two of which were published internationally.
- Participation in work on scientific databases and other projects belonging to digital humanities may also be viewed as an important part of their professional profile.

6. Scientist/scholar:

Researchers with a scientific title on the level of at least a Ph.D. who demonstrated their ability to independently address research tasks.

Tariff class V5.

Conditions for proposed assignment to this qualification grade:

- Ability to address both independently and within a team research projects and publish results of own research in leading domestic journals and publishing houses and in the form of studies also in renowned international journals, anthologies, and collective monographs published by respected international publishing houses is supposed to be proven by previous experience and results.
- These researchers usually participate in the organisation of science, research, popularisation, and other activities which co-determine the profile of the Institute or present its scientific achievements to the broad public.
- They are usually members (and sometimes co-coordinators) of research teams that work on grant projects, programme projects, or other international undertakings. They may participate in the supervision of Ph.D. students and possibly in other teaching activities as well.
- Employees belonging to this category are usually authors of at least one scholarly monograph or a critical edition, eventually translation, which appeared as a book and was published by a renowned domestic publishing house and at least five academic articles or book chapters which were published abroad. International impact of their publication activities can be demonstrated by at least five citations in international sources.



7. Senior scientist/scholar:

Researchers with a scientific title at least on the level of a Ph.D. but usually on the level of docent or professor, whereby in case of achieving a DSc. title a researcher is automatically assigned to this grade. These researchers had already manifested their ability to formulate and independently address research tasks of key importance to the Institute and to lead research teams.

Tariff class V6.

Conditions for proposed assignment to this qualification grade:

- Ability to formulate and independently or within a team work on scientific projects which move the area of science in question forwards in international context has been proven by previous experience.
- Ability to publish key results of own research in the form of articles in renowned international journals or contributions to anthologies and collective monographs published by respected international publishing houses.
- Ability to contribute by publications and other activities to the development of the area of science in question within the Czech Republic.
- Senior scholars usually hold scientific or academic titles on the level of docent or professor. In case an employee receives a title of doctor of sciences (DSc.), he or she is automatically assigned to this qualification grade.
- Senior scientists/scholars codetermine the profile of the Institute of Philosophy as a scientific institution, eventually represent the Institute in public. They prepare the conceptual frameworks for and work on grant and programme projects, eventually international projects.
- They usually participate in the supervision of doctoral students, eventually also other teaching and in the work of expert boards and committees of the Czech Academy of Sciences and universities.
- Employees assigned to this category are usually authors of at least one scholarly monograph published abroad and one specialised monograph and a critical edition, eventually a translation, which appeared as a book and was published in a prestigious domestic publishing house.
- They are also authors of at least ten academic articles or book chapters published abroad. International response to their publication activities can be attested by at least ten international citations.
- Employees assigned to this category usually have experience with leading research teams (on the level of research units, collective grants, international projects, etc.).