

## Excerpt from the Career Development Rules of the Czech Academy of Sciences - qualification degrees

The Career Development Rules regulate the position of employees with a university degree at research departments of Czech Academy of Sciences institutes (hereinafter referred to as “employees” only). The establishment, changes and termination of employment are governed by the relevant labour law regulations.

In Czech Academy of Sciences, the following qualification grades are applied to employees with a university degree (Article 22 (2) of the Appendix to the Statutes of the Czech Academy of Sciences):

1. **V1 Research assistant** – an employee with a university degree; usually works to support research of the team.

2. **V2 Graduate student** – an employee who is enrolled in a doctoral study programme (typically Ph.D.).

3a. **V3 Postdoctoral fellow** – an employee who has recently completed her/his doctoral study programme; usually works under the supervision of experienced scientists and publishes her/his results individually and/or as part of a team. The employee may remain in this category for no more than five years after receiving her/his doctoral degree.

3b. **V4 Associated scientist/scholar** – an employee who has not been assigned to category 4 or 5 within five years of obtaining her/his doctoral degree.

4. **V5 Scientist/scholar** – a researcher who has obtained a doctoral degree in her/his field; works independently and performs highly demanding and complex scientific work in her/his field. Regularly publishes research papers in domestic and foreign peer-reviewed journals or magazines and usually is assigned to work on grant or programme projects.

5. **V6 Senior scientist/scholar** – a researcher complying with grade 4 qualification requirements. In addition to the grade 4, she/he is also a leading scientific personality significantly involved in the development of her/his scientific field on an international scale.

Placement of an employee in a certain qualification grade and in the appropriate salary grade, specification of salary and the duration of the employment contract is within the competence of the Director of the institute as defined in Article 51 of the Statutes of the Czech Academy of Sciences and Article 23 (2) of the Appendix to the Statutes of the Czech Academy of Sciences. The relevant proposals are submitted to the Director of the institute by the Evaluations Committee, or by the Recruitment Committee if it concerns a newly recruited employee.

The inclusion of a newly recruited employee in the qualification grade and in the relevant salary grade shall remain valid until the Director of the institute issues a decision on the basis of the next following evaluation procedure which shall take place in the institute.

Scientists may be granted the status of emeritus scientist/scholar at the Czech Academy of Sciences as a recognition of their lifelong successful scientific work and contribution to the development of the institute and the relevant scientific field.