



Career System

Scientific Board, October 2017

PROCEDURE

- a) Career system has been prepared in cooperation with the Strategy Committee (May 2017) and further developed (based on the comments by the Strategy Committee) by a working group composed of members of the Management.
- b) The career system follows the CEITEC Strategic Plan up to 2020, and is part of the ambition to be awarded HR Excellence in Research logo.
- c) Principles, and initial working draft of the regulation, of the career system were discussed in the Director's Board on 26th September 2017.
- d) The Scientific Board is invited to comment on the principles (as above), and provide advice. With the input from the Scientific Board, the issue will further be elaborated, and discussed in detail back in the Director's Board and at the Research Group Leaders' Meeting.

PRINCIPLES

I. General

- a) The career system will formalize and precise principles that are internationally applied at life science institutes. It will prevent inheritance of research groups, and will incorporate measures against inbreeding.
- b) Research group will further be inextricable from the person of research group leader, who is to be selected only through open call.

II. Group leaders track

- a) There will be two career stages for research group leaders: junior and senior.
- b) All newly appointed research group leaders who had not previously held such a position elsewhere will be junior research group leader. They will be subject to evaluation regularly at the end of their fourth year at CEITEC, which may recommend tenure (granting employment contract to the group leader for an indefinite period of time), termination (to be implemented within one year), or probation (another evaluation within a year, subject to specific conditions).
- c) Senior research group leader will be subject to Common Evaluation of Scientific Excellence of CEITEC consortium, which may lead to termination of the group if it fails to meet Common Criteria of Scientific Excellence.
- d) In cases of financial exigency threatening the institution's existence, special (ad hoc) evaluation may be to select research groups to be terminated. It should use a ranking approach, and take into account the results of the latest CEITEC Common Evaluation of Scientific Excellence.

III. Core facilities

- a) Career scheme and evaluation for heads of core Facilities will be organized in a similar way to that of research group leaders, without the applicability of Common Evaluation of Scientific



Excellence. Tenure evaluation for the head of core facilities will be done by the Management with the advice from CEITEC Core Facilities Review Board.

IV. Other scientific personnel

- a) Other research personnel will generally be employed for a definite period as “PhD candidates” or “postdoctoral researchers”, with the exception of “staff scientists” (junior, senior, clinicians) who may be contracted for an indefinite period of time.
- b) PhD holders from Masaryk University who graduated in past 3 years will not be eligible for selection as postdoctoral researchers.

V. Other provisions

- a) Career system will enhance both assessment (of performance) and mentoring (for personal development) of all scientific personnel.
- b) Scientific personnel will enjoy the right to facilitated transition to technical and/or administrative positions, should they so desire, subject to availability of position (and approval of the respective line manager).

CEITEC MU Career schema

Research career – career progression is possible only from other institution



Research career – career progression is possible also within CEITEC MU



Technical career – career progression is possible also within CEITEC MU

