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HR EXCELLENCE IN RESEARCH

CEBIA-Tech Regional Research Centre Postdoctoral Researcher Support

Project Title: Development of Capacities for Research and Development of TBU in Zlín (RoKaVaV-TBU)

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Article 1

Introductory Provisions

This document regulates Postdoctoral Researcher Support Mechanisms at the Centre for Security, Information and Advanced Technologies - (CEBIA-Tech), at the Faculty of Applied Informatics - (FAI), Tomas Bata University in Zlín - (TBU).

Article 2

Definition of Postdoctoral Researcher

- (1) For this document's purpose, a Postdoctoral Researcher is understood to mean a scientific researcher who is graduate of a Ph.D. study programme in the Czech Republic or abroad – (with a Ph.D. degree, or its equivalent), who completed their doctoral studies no more than 5 years after taking up their relevant job position.
- (2) The given period of 5 years can, in case of necessity, be possibly extended by the maternity and parental leave period; long-term illness - (more than 90 days); treatment of a family member - (more than 90 days); and military service.
- (3) In the case of the date of their successful completion of their Ph.D. studies is proved by a Ph.D. Student by providing a certified copy of their diploma. In the case that they obtained their Ph.D. - or its equivalent abroad, and the completion of their diploma in a language other than English, then a certified translation of the diploma into English is also required.

Article 3

Postdoctoral Researcher Job Description

- (1) A Postdoctoral Researcher is usually a researcher focused on a specific scientific research topic or project. This focus is always stated in the written tender process.
- (2) The Postdoctoral Researcher works under the supervision of their mentor – who is an experienced researcher or academic worker. A mentor is assigned to a Postdoctoral Researcher at the beginning of their engagement and employment with FAI / CEBIA-Tech.
- (3) The workload of a Postdoctoral Researcher is primarily scientific research activity. Thus, a Postdoctoral Researcher has no pedagogical obligations; with the exception of postdoctoral positions financed from sources whose providers require this obligation. In this case, the teaching requirements and their scope must be stated in the relevant Postdoctoral Position Selection Procedure.

Article 4

Postdoctoral Researcher Selection Procedure

- (1) Postdoctoral Position Selection Procedures are publicly announced, according to current FAI/CEBIA-Tech needs and funding source possibilities.
- (2) Tender Selection Procedures are always conducted in accord with the Open, Transparent and Merit-based Recruitment (OTM-R policy) principles.
- (3) Tender Selection Procedures are always announced in Czech and English, while it is strongly recommended that you publicise English versions on international (respected) portals - (e.g. Euraxess, LinkedIn or ResearchGate).
- (4) Tender Selection Procedures shall respect any eventual specifics given by the Specific Funding Source requirements.

Article 5

Postdoctoral Researcher Employment Contract and Salary Conditions

- (1) An employment contract is always negotiated with a Postdoctoral Researcher for a definite period of time; most often, 1-3 years - depending on the postdoctoral position funding source.
- (2) For any eventual extension of your employment contract, even for an indefinite period, it is possible to define the requirements for possible career shifts - (e.g. the obligation of an internship abroad), and required outputs - (e.g. a certain level of publishing activity).
- (3) Postdoctoral Researcher Salary Conditions are governed by Salary Regulations of TBU in Zlín and Financing Source Provider conditions.