

Classification of activities profile at each of the four stages of scientific career.

First Stage Researcher (R1) (until obtaining a doctoral degree)

This profile concerns individuals conducting supervised research.

Necessary competences:

- strives to expand knowledge of research methodology and scientific disciplines
- has sufficient knowledge and understanding of their field
- is able to prepare data under supervision
- is able to conduct critical analysis, assessment and synthesis of new and complex ideas
- can present research results (and emphasize their significance)

Desired competences:

- has general language skills, is able to communicate in social, especially international, contexts

Recognised Researcher (R2) (scientist holding a doctoral degree or equivalent)

This profile concerns individuals who are not fully independent scientists.

Necessary competences:

- has systematic knowledge of a particular field of study and relevant research skills and methods
- is able to develop concepts, design, execute and adjust research according to the principles of scientific integrity
- makes their own contribution in the form of original research, which expands knowledge by developing ample material, innovation of which part deserves publication domestically or abroad, a patent
- is able to conduct critical analysis, assessment and synthesis of new and complex ideas,
can present research results (and emphasize their significance) to colleagues and wider audiences, takes responsibility for furthering their own career, sets realistic professional goals, identifies and develops ways of improving employment opportunities
- co-authors articles that are presented at conferences

Desired competences:

- understands current trends in a given field and in related sectors
- understands the significance and importance of their research work to the products and services in a given field and other related sectors

- can present their expert knowledge and skills to a wider audience and the general public
- should be able to contribute, as part of their scientific and professional work, to technological, social and cultural progress in a knowledge-based society
- is a mentor for R1 researches, effectively supporting their research and development work

Established Researcher (R3) (scientist holding a doctoral degree or equivalent)

This group includes scientists who have attained a level of independence.

Necessary competences:

All the previously mentioned competences of R2 researches and:

- has an established position within the scientific and professional community
- contributes significantly to knowledge development and scientific research through active cooperation
- formulates research issues and identifies opportunities within their specialization
- designates appropriate research methodology
- independently conducts research which contributes to research development
- plays a leading role in completing joint research projects in cooperation with colleagues and partners
- is the main author of publications
- organizes conferences
- is a mentor for R1 researches, effectively supporting their research and development work

Desired competences:

- skilfully presents scientific research and its results to the scientific community and the general public
- establishes cooperation with appropriate research and development groups in a given field
- has an innovative approach to research
- may establish scientific groups and obtain funding/means to develop research and is committed to developing their career, while mentors other employees.

Leading Researcher (R4) (scientist leading a research area)

This group may include: heads of research groups or heads of research and development laboratories in a given field. In case of certain disciplines, by way of an exception, it may also include independent researches.

Necessary competences:

All the previously mentioned competences of R3 researches and:

- is internationally renowned and esteemed due to extraordinary scientific achievements in their field
- is able to critically assess specifying and conducting scientific research
- makes significant (groundbreaking) contributions to the development of a certain field or a wide range of fields
- knowledge of the strategic development vision of their research sector
- sees the effects and possibilities of a broader application of their own research results
- publishes and presents articles and books which significantly contribute to professional development, sits on organizational committees of conferences and appears as a guest lecturer
- is a mentor for R1 researches, effectively supporting their research and development work

Desired competences:

- is an expert in the realm of managing and conducting research projects
- has special skills in the realm of managing subordinates and their professional development
- has documented achievements in the realm of obtaining research funding
- Besides cooperating and team building, focuses on long-term planning (e.g. career paths of scientists and obtaining funding for the team)
- has communication skills and establishing relations within and outside the research community
- is able to create an innovative environment conducive to research