

Slovak University of Agriculture in Nitra



Directive 7/2020 for the Creation of Research – Post-doctoral Positions at the Slovak University of Agriculture in Nitra

Nitra, 2020

The Rector of the Slovak University of Agriculture in Nitra (hereinafter referred to as "Rector" and "SUA" or "University"), within the meaning of Article 10(1)(c) of the SUA Organisation Rules with the aim of supporting young workers in research and development after completion of the third level of higher education study in accordance with research projects and research focus on individual parts of the SUA, by creating research positions also for prominent professionals from abroad

i s s u e s

the following Directive

for the Creation of Research – Post-doctoral Positions at the SUA.

Article 1

Introductory provisions

1. The Rector's Directive for the Creation of Research Positions at the SUA (hereinafter referred to as the "Directive") is the university's internal organizational and management regulation, issued by the Rector.

The Directive is a further development of the recommendations of the European Charter for Researchers concerning the establishment of transparent rules for the recruitment and appointment of researchers with post-doctoral status.

2. At the same time, this Directive lays down the basic conditions for implementing an internal university call aimed at creating and filling post-doctoral positions at the SUA.

3. The basic mission of research post-doctoral positions (hereinafter "post-doctoral positions") is a targeted support of research and development in individual parts of the SUA as part of the Long-term plan of the SUA in Nitra.

4. The number of post-doctoral positions created for a given year shall be determined by the Rector for positions financed by grant schemes and Structural Funds. Other post-doctoral positions financed by state subsidy funds are subject to approval under the systemisation of work positions.

5. Post-doctoral positions can be created only at the part of the SUA, which has the right to carry out the third level of university education and also has graduates of level III in a given or related field of study.

Article 2

Post-doctoral position

1. Post-doctoral positions at the SUA are intended for graduates of the third level of higher education who have completed their studies and successfully defended their dissertation theses no later than five years before taking up a post-doctoral position.

2. Post-doctoral positions must be linked to the research projects solved at the SUA as well as to the development projects of individual parts of the university.

3. Post-doctoral positions are concluded in accordance with the Labour Code, Act No. 552/2003

Coll. on the Performance of Public Interest Work, as amended and related legislation and internal regulations of the SUA, for a fixed period of 1 year.

4. A post-doctoral staff member (hereinafter referred to as 'post-doctoral employee') may repeatedly apply for a position in accordance with this Directive, but the total duration of the post-doctoral contract with the SUA may not exceed three years.

5. There shall be no legal right to extend or renegotiate the employment relationship referred to in point 4 of this Article. The SUA proceeds within the meaning of this Directive when extending or renegotiating the employment relationship with a post-doctoral employee, whereby a post-doctoral position is considered as a position of a 'creative employee of science, research and development' and the duration of the research project may be the 'objective reason'.

6. A job description of each post-doctoral position formulates creative activities of the post-doctoral employee in the scientific research, development or artistic fields and his/her publishing activities and other outputs.

7. A post-doctoral position under Article 1(4) of this Directive shall be set up by the Rector in cooperation with the Deans and the Director of the ABT RC, following the research projects being solved and on the basis of previous proposals of the project leaders responsible. The decision to establish a post-doctoral position takes into account in particular the results of the workplace and the project leader in the field of creative activity. Acute tasks of the workplace associated with its staffing in accordance with the Long-term plan of the university can also be used as a criterion.

8. Post-doctoral positions are created for the established weekly working time, with a work classification in accordance with Act No. 553/2003 Coll. on the Remuneration of Employees in the Public Interest as amended and other related legislation and internal regulations of the SUA.

Article 3 Creation of a Post-doctoral position

1. At the beginning of the process of filling post-doctoral positions, a university call for proposals for the creation of such positions is announced at the relevant part of the university. The Rector announces the call.

2. Managing employees of individual parts of the SUA are eligible applicants for the creation of post-doctoral positions, in connection with the solution of specific research projects or submitted research plans, while the proposal must be justified by the topicality of the issue in the field of study. The scientific outputs and project successfulness of the workplace proposing to create such a position shall also be taken into account.

3. The proposals submitted will be assessed by the Commission appointed by the Rector. The Commission will set the order according to compliance with the scientific and research profile of the University and the fulfilment of point 2.

Article 4

Occupancy of a Post-doctoral position

1. A post-doctoral employee may be employed only on the basis of a selection procedure governed by applicable laws, the university's internal regulations and the instructions of the Chairperson of the Selection Commission.
2. The Rector of the SUA announces a call for the creation of a work position. The call is public and takes into account the Code of Conduct for the Recruitment of Researchers, which is part of the European Charter for Researchers.
3. Requirements for the call:
 - a) content of the application (e.g. CV, publication outputs, etc.),
 - b) specification of the professional content of a post-doctoral position,
 - c) qualifications required,
 - d) linkage to the research project, including the project leader responsible,
 - e) duration of a post-doctoral employment,
 - f) classification of a post-doctoral position,
 - g) other specifications where appropriate,
 - h) deadline for the application.
4. The selection procedure for the post-doctoral position shall take into account in particular the preconditions of the applicant for scientific and other creative activities, his/her previous results in the fields of science, research, development or art. The Chairperson of the Selection Commission shall be the Vice-rector for Science and Research, the Members shall be: a Head of the relevant workplace, a project leader responsible and other experts designated by the Rector. The Selection Commission shall be appointed by the Rector. The Rector shall have the right to cancel the selection procedure or review the recommendation of the Selection Commission in justified cases.
5. A post-doctoral position may also be occupied by persons who have completed their third level studies at another university or research institution, or foreign nationals in accordance with the generally binding legal regulations in force on the territory of the Slovak Republic.
6. The Rector announces a number of post-doctoral positions in the given year, corresponding to the financial possibilities of the university or the budget of the project.
7. If the number of positions created in a given year is not filled, the selection of applicants may be repeated.

Article 5
Final provisions

1. Any amendments to this Directive may only be made in writing in the form of numbered amendments issued by the Rector.
2. This Directive shall enter into force on the day of its publication.

Done at Nitra, 15.10.2020

Doc. Ing. Klaudia Halászová, PhD.
Rector of SUA in Nitra