



CHAIRPERSON OF THE RESEARCH COUNCIL OF LITHUANIA

ORDER ON THE APPROVAL OF THE DESCRIPTION OF MANDATORY COMPETENCES FOR THE CAREER STAGES OF RESEARCHERS IN RESEARCH AND HIGHER EDUCATION INSTITUTIONS

29 June 2023 No. V-352
Vilnius

In accordance with Article 64¹(2), Article 65(2), (3), (4), (5), Article 66 of the Law on Higher Education and Research of the Republic of Lithuania, Article 11.2 of the Provisions of the Research Council of Lithuania approved by the Resolution of the Government of the Republic of Lithuania No. 375 “On Approval of the Provisions of the Research Council of Lithuania” of 20 April 2022:

1. I hereby a p p r o v e the Description of the mandatory competences for the career stages of researchers at research and higher education institutions (attached).

2. I hereby d e c l a r e the following to be invalid as of 31 December 2023:

2.1. Order of the Chairperson of the Research Council of Lithuania No. V-340 of 28 June 2018 “On the Approval of the Description of Minimum Qualification Requirements for the Positions of Researcher Workers in State Research and Higher Education Institutions”;

2.2. Order of the Chairperson of the Research Council of Lithuania No. V-61 of 29 January 2021 “On Approval of the Description of the Minimum Qualification Requirements for the Positions of Researcher Workers in State Research and Higher Education Institutions”.

3. I hereby d e c l a r e that this Order shall enter into force on 1 July 2023.

Chairperson

Gintaras Valinčius

APPROVED

by Order No. V-352 of 29 June 2023
of the Chairperson of the Research
Council of Lithuania

DESCRIPTION OF MANDATORY COMPETENCES FOR THE CAREER STAGES OF RESEARCHERS IN RESEARCH AND HIGHER EDUCATION INSTITUTIONS

CHAPTER I GENERAL PROVISIONS

1. The Description of Mandatory Competences for the Career Stages of Researchers in Research and Higher Education Institutions (hereinafter referred to as the “Description”) sets out the mandatory competences for researchers in research and higher education institutions at all career stages, as well as the desirable competences for career stages.

2. The competences for researchers at all career stages in research and higher education institutions are defined with the aim of:

2.1. to enhance the potential of Lithuanian researchers and their integration into the European research area;

2.2. to encourage research and higher education institutions to prioritise the development of researcher competences and to develop institutional human resources strategies;

2.3. to promote, at national and institutional levels, the competitiveness of researchers and career/professional development opportunities within a joint research career framework.

3. The provisions of the Regulations shall be binding when organising competitions and conducting certification for the positions of teachers (professor, associate professor, assistant, junior assistant) and research workers (chief research worker, senior research worker, research worker, research trainee, junior research worker).

4. The mandatory competences for the career stages of researchers in research and higher education institutions include the following groups of competences:

4.1. carrying out research and experimental development (R&D) activities;

4.2. organisation of R&D;

4.3. predicting the dissemination and impact of R&D results;

4.4. expert evaluation of R&D and innovation (hereafter referred to as RD&I).

5. The terms used in the Description correspond to those used in the Law on Higher Education and Research of the Republic of Lithuania and its implementing regulations.

CHAPTER II MANDATORY COMPETENCES OF RESEARCHERS

6. **The first stage researcher** applying for a position as a junior research assistant or junior research worker (hereinafter referred to as the “First Stage Researcher”) **shall have the following competences:**

6.1. **Conduct R&D activities:**

6.1.1. be able to carry out research (collecting, organising and reporting scientific data) under the supervision or with the support of recognised and/or leading researchers;

6.1.2. be aware of the research topic and be able to contribute to its development.

6.2. **Organise R&D:**

6.2.1. be able to participate in research, experimental development and/or innovation, research dissemination projects and/or institutional programmes;

6.2.2. be able to work as part of a research team.

6.3. **Predict the dissemination and impact of R&D output:**

6.3.1. be able to present the results of their research.

7. **The recognised researcher** applying for the position of research assistant, research trainee or research worker in a research position with less than full autonomy (hereinafter referred to as the “Recognised Researcher”) **shall have the following competences:**

7.1. **Conduct R&D activities:**

7.1.1. be able to carry out research in teams of researchers or in consultation with other researchers that extends the frontiers of knowledge and thus contributes to the pursuit of R&D;

7.1.2. be able to understand the potential applications of his/her research findings in cultural, social and economic contexts;

7.1.3. be able to use his/her existing knowledge to critically analyse, evaluate and summarise new and complex ideas or opportunities, either on his/her own or with the support of senior researchers or other mentors.

7.2. **Organise R&D:**

7.2.1. be able to prepare and/or participate in national and/or international research, experimental development and/or innovation, research dissemination projects and/or institutional programmes;

7.2.2. be able to collaborate with other researchers and work in teams of researchers.

7.3. **Predict the dissemination and impact of R&D output:**

7.3.1. be able to publish research results in scientific publications at national and/or international level;

7.3.2. be able to present the results of their research at scientific events.

7.4. **RD&I expert evaluation:**

7.4.1. be able to participate in research thematic networks and/or scientific societies, peer review and/or expert panels.

8. **The established researcher** who is a researcher who has reached the level of autonomy of scientific activity (hereinafter referred to as the “Established Researcher”) and who is applying for the position of Associate Professor or Senior Research Worker **shall have the following competences:**

8.1. **Conduct R&D activities:**

8.1.1. be able to contribute to the development of research topics at national and/or international level through his/her scientific results;

8.1.2. be able to critically evaluate and/or implement promising research topics and/or experimental development opportunities;

8.1.3. have an academic reputation based on nationally or internationally recognised research results in his/her research topic(s);

8.1.4. be able to assess the impact and potential applications of their research findings in cultural, social and economic contexts.

8.2. **Organise R&D:**

8.2.1. be able to prepare and/or participate in national or international research, experimental development and/or innovation, and dissemination of research projects or to lead them, and to prepare and/or implement institutional programmes;

8.2.2. be able to be a leader of a smaller research team or otherwise demonstrate leadership in organising research;

8.2.3. be involved in the training of first stage researchers.

8.3. **Predict the dissemination and impact of R&D output:**

8.3.1. be able to publish research results in scientific publications at international level;

8.3.2. be able to present his/her research results at international scientific events and/or is a member of the organising (or scientific) committees of international scientific events;

8.3.3. be able to make a substantial contribution to the production of impactful R&D output.

8.4. **RD&I expert evaluation:**

8.4.1. be an expert on national or international R&D projects and/or national or international programmes;

8.4.2. be invited or delegated to prepare expert opinions or recommendations for public and/or private sector entities.

9. The leading researcher seeking to become a professor or chief research worker, an independent, leading researcher in his/her field of research or scholarship (hereinafter referred to as the “Leading Researcher”), **shall possess the following competences:**

9.1. Conduct R&D activities:

9.1.1. be able to make a significant contribution to the development of a research topic, or even several research topics, at national and/or international level through his/her scientific results;

9.1.2. be able to critically assess and identify and/or implement promising (strategically important) research topics and/or experimental development opportunities;

9.1.3. have an academic reputation based on internationally recognised research results in their research topic(s);

9.1.4. be able to assess (understand) the wider implications and applications of his/her research findings in a broader cultural, social and economic context.

9.2. Organise R&D:

9.2.1. be able to lead the design and implementation of international research, experimental development and/or innovation, research dissemination projects and/or institutional programmes;

9.2.2. be able to train researchers through mentoring, advising or other research training activities, and/or is able to be a leader of an independent research team or otherwise demonstrate leadership in the organisation of research.

9.3. Predict the dissemination and impact of R&D output:

9.3.1. be able to publish research results in international scientific publications, either independently or as lead co-author;

9.3.2. be able to present his/her research results as an invited speaker at international scientific events and/or as a member of scientific committees at international scientific events;

9.3.3. be able to produce high-impact R&D output.

9.4. RD&I expert evaluation:

9.4.1. be an expert in international R&D projects and/or national and international programmes;

9.4.2. be able to initiate or be invited or delegated to prepare expert opinions or recommendations on public and/or private sector developments.

CHAPTER III DESIRABLE COMPETENCES FOR RESEARCHERS

10. The First Stage Researcher has or is seeking to develop the following competences:

10.1. be able to understand the continuity and potential impact of his/her research findings;

10.2. understand and apply the principles of research ethics, scientific integrity and open science.

11. The Recognised Researcher has or seeks to develop the following competences:

11.1. acquire the ability to transfer competences and skills to other environments by working in a team;

11.2. participate in the development of a culture of research ethics, scientific integrity and open science within the institution;

11.3. be able to apply forms of intellectual property protection;

11.4. be able to communicate the results of his/her research to the professional community and the public.

12. The Established Researcher has or seeks to develop the following competences:

12.1. develop the ability to transfer high-level competences and skills to other environments and research areas where they can be applied or used;

12.2. participate in the development of a culture of research ethics and scientific integrity and open science within and/or outside the institution;

12.3. contribute to building trust and cooperation between researchers and/or to the career development of researchers;

- 12.4. be able to manage intellectual property;
 - 12.5. be able to communicate effectively the results of his/her research to the professional community and the general public;
 - 12.6. be actively involved in research networks and be able to establish collaborative links with public sector institutions and/or businesses;
 - 12.7. be a member of the editorial boards of periodicals and/or individual publications referenced in international databases.
- 13. The Leading Researcher has or seeks to develop the following competences:**
- 13.1. be able to transfer high-level competences and skills to other environments and research areas where they can be applied or used;
 - 13.2. promote a culture of research ethics and scientific integrity and open science within and outside the institution;
 - 13.3. be able to foster trust and cooperation between researchers, contribute to the career development of researchers and attract talented researchers;
 - 13.4. be able to manage intellectual property effectively;
 - 13.5. be able to communicate effectively the results of his/her research internationally to the professional community and the public;
 - 13.6. manage working groups preparing expert opinions and recommendations on public and/or private sector development;
 - 13.7. participate in the management or oversight groups of international research projects;
 - 13.8. be a guest editor of periodicals and/or individual publications referenced in international databases.

CHAPTER IV FINAL PROVISIONS

- 14. Research and higher education institutions may define additional competences for career stages.
 - 15. The Description may be amended by Order of the Chairperson of the Research Council of Lithuania.
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