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LITHUANIAN RESEARCH CENTRE FOR AGRICULTURAL AND FORESTRY
DESCRIPTION OF MINIMUM QUALIFICATION & POSITION REQUIREMENTS OF
RESEARCHERS WORKING IN THE FIELD OF AGRICULTURAL SCIENCES

The document delineating the minimum qualification requirements for research personnel engaged in agricultural sciences (hereinafter referred to as the Description) stipulates the obligatory minimum qualifications for individuals who aspire to become research personnel at the Lithuanian Research Centre for Agriculture and Forestry (hereinafter referred to as LAMMC) through a public tender. It encompasses the duties of such personnel and the evaluators involved in either routine or extraordinary assessments.

This document has been formulated in accordance with the Law of the Republic of Lithuania on Science and Studies, the inventory of requisite competencies corresponding to the career stages of researchers within Science and Study Institutions as sanctioned by the Lithuanian Research Council (LMT), and the LAMMC statutes.

Terminology utilized within the Description is defined herein:

Participation in the doctoral process - advising doctoral students, exclusively by scientific consultants endorsed by the doctoral committee, reviewing dissertations, engaging in the dissertation defense council, submitting competitive doctoral applications to the LMT, and evaluating dissertation methodologies.

The European Union's Joint Research and Innovation Program – “Horizon Europe” aims to facilitate research and innovation from conceptualization to market deployment. Expertise in national and international programs encompasses roles as an expert in national and international scientific research, experimental development, and innovation competitive programs, as well as the preparation of expert conclusions for draft legal acts.

Research, Development and Innovation (R&D&I) projects - R&D&I project refers to undertakings financed by national and international competitive programs in scientific research, experimental development, and innovation, assessed by experts from the LMT as R&D&I activities or projects funded by the LMT, including research and experimental development efforts financed by economic entities meeting the Frascati criteria and evaluated by LMT experts as R&D&I activities.

A prepared application - submission coordinated by the researcher, acting as the principal investigator of the proposed project, directed to the funding institution.

An international scientific journal - a journal that ranked within the first or second quartile (Q1 or Q2) of its respective category at the time of publication in the Clarivate Analytics Web of Science (WoS) database.

Educational or scientific dissemination activities - delivering scientific presentations at national and/or international conferences, publishing popular science articles, membership in national and/or international organizations and scientific committees, and mentoring students or trainees.

Concepts not explicitly detailed herein shall be interpreted in accordance with the definitions provided by the Science and Studies Law of the Republic of Lithuania and other relevant legal documents.

1. In the context of selection for research positions or assessments, the qualifications of research personnel are evaluated based on the following fundamental criteria, which reflect scientists' competencies in executing, organizing, disseminating results, predicting their impact, and providing expert assessments of innovations:
 - 1.1. Scientific articles published in international scientific journals;
 - 1.2. Patent applications and patents registered with the European Patent Office (EPO), United States Patent and Trademark Office (USPTO), or Japan Patent Office (JPO);
 - 1.3. Plant varieties that have undergone international assessment in European centralized centers, including Reports on Technical Examination of the DUS Testing;
 - 1.4. Strains of microorganisms registered with the World Intellectual Property Organization (WIPO) possessing a registration certificate;
 - 1.5. Monographs, books, or chapters published by internationally recognized scholarly publishers;
 - 1.6. The preparation of national and international R&D&I project applications and their execution;
 - 1.7. Education of students, development of PhD students, or supervision of postdoctoral researchers;
 - 1.8. Dissemination of scientific results through presentations at scientific events, publications, and activities that enhance the economic, cultural, and societal development of the nation.
2. The significance of R&D&I contributions and the personal involvement of the applicant are evaluated by the Admission, Evaluation, and Attestation Commission established by the LAMMC Research Council.
- 3. The following are the minimum qualification requirements for individuals wishing to participate in the competition for research positions:**
 - 3.1. To be eligible for the position of Head Researcher, candidates must meet all the following requirements:
 - 3.1.1. Have published a total of at least 20 scientific articles in international scientific journals (4 of these articles may be substituted by works as specified in Section 5.2 of the document);
 - 3.1.2. Have supervised at least one PhD student who successfully defended their dissertation;
 - 3.1.3. In the last five years:

- 3.1.3.1. Have published at least 10 scientific articles in international scientific journals (2 of these articles may be substituted by works as specified in Section 5.2 of the document);
- 3.1.3.2. As the main coordinator (or the responsible researcher for the institution in EU general research and innovation program projects), have prepared at least one proposal for national and/or international R&D&I (Research, Development, and Innovation) projects with a total value of at least 300,000 EUR, or at least 5 proposals for international and/or national R&D&I projects;
- 3.1.3.3. Have led or been leading national and/or international research projects, and/or been the coordinator of international R&D&I projects, and/or the responsible scientist for the institution in EU general research and innovation program projects, with a total value of at least 150,000 EUR;
- 3.1.3.4. Have supervised or been supervising at least 2 PhD students and/or postdoctoral researchers;
- 3.1.3.5. Have conducted at least 15 educational or scientific dissemination activities;
- 3.1.3.6. Be an expert in international R&D&I projects and/or national and international programs.
- 3.2. **To be eligible for the position of Senior Researcher, candidates must meet all the following requirements:**
 - 3.2.1. Have published a total of at least 10 scientific articles in international scientific journals (2 of these articles may be substituted by works as specified in Section 5.2 of the document);
 - 3.2.2. In the last five years:
 - 3.2.2.1. Have published at least 7 scientific articles in international scientific journals (1 of these articles may be substituted by works as specified in Section 5.2 of the document);
 - 3.2.2.2. As the main coordinator (or the responsible scientist for the institution in EU general research and innovation program projects), have prepared at least one proposal for national and/or international R&D&I (Research, Development, and Innovation) projects with a total value of at least 150,000 EUR, or at least three proposals for national and/or international R&D&I projects;
 - 3.2.2.3. Have led or been leading national and/or international research projects, and/or been the coordinator of international R&D&I projects, and/or the responsible scientist for the institution in EU general research and innovation program projects, and/or led a topic within a Long-term Institutional Research Program;
 - 3.2.2.4. Have participated or been participating in at least 3 international and/or national R&D&I projects;
 - 3.2.2.5. Have supervised or been supervising a PhD student or postdoctoral researcher, and/or have participated or been participating in the doctoral process;
 - 3.2.2.6. Have conducted at least 10 educational or scientific dissemination activities;
 - 3.2.2.7. Be an expert in international R&D&I projects and/or national and international programs.
- 3.3. **To be eligible for the position of Researcher, candidates must meet all the following requirements:**

- 3.3.1. Have published a total of at least 4 scientific articles in international scientific journals (1 of these articles may be substituted by works as specified in Section 5.2 of the document);
- 3.3.2. In the last five years:
 - 3.3.2.1. Have published at least 2 scientific articles in international scientific journals;
 - 3.3.2.2. Have prepared at least 2 proposals for student research, internships, or other funding opportunities;
 - 3.3.2.3. Have participated or been participating in at least 2 international and/or national R&D&I (Research, Development, and Innovation) projects, and/or topics within a Long-term Institutional Research Program;
 - 3.3.2.4. Have conducted at least 3 educational or scientific dissemination activities.
- 3.4. To be eligible for the position of Junior Researcher, candidates must hold a master's degree or an equivalent higher education qualification and be engaged in scientific research, meeting all the following requirements:
 - 3.5. Have published at least 1 scientific article in peer-reviewed scientific journals;
 - 3.6. Have participated in at least 1 international and/or national R&D&I (Research, Development, and Innovation) project and/or a topic within a Long-term Institutional Research Program;
 - 3.7. Have conducted at least 1 educational or scientific dissemination activity.

4. The following are the minimum qualification requirements for individuals being evaluated or certified for research positions:

- 4.1. **To be certified for the position of Senior Researcher, scientists must have, within the past five years:**
 - 4.1.1. Have published at least 10 scientific articles in international scientific journals (2 of these articles may be substituted by works as specified in Section 5.2 of the document);
 - 4.1.2. As the main coordinator (or the responsible researcher for the institution in EU general research and innovation program projects), have prepared at least one proposal for national and/or international R&D&I (Research, Development, and Innovation) projects with a total value of at least 300,000 EUR, or at least 5 proposals for international and/or national R&D&I projects;
 - 4.1.3. Have led or been leading national and/or international research projects, and/or been the coordinator of international R&D&I projects, and/or the responsible scientist for the institution in EU general research and innovation program projects, with a total value of at least 150,000 EUR;
 - 4.1.4. Have supervised or been supervising at least 2 PhD students and/or postdoctoral researchers;
 - 4.1.5. Have conducted at least 15 educational or scientific dissemination activities;
 - 4.1.6. Be an expert in international R&D&I projects and/or national and international programs.
- 4.2. **To be certified for the position of Senior Research Fellow, scientists must have, within the past five years:**
 - 4.2.1. Have published at least 7 scientific articles in international scientific journals (1 of these articles may be substituted by works as specified in Section 5.2 of the document);

- 4.2.2. As the main coordinator (or the responsible scientist for the institution in EU general research and innovation program projects), have prepared at least one proposal for national and/or international R&D&I (Research, Development, and Innovation) projects with a total value of at least 150,000 EUR, or at least three proposals for national and/or international R&D&I projects;
- 4.2.3. Have led or been leading national and/or international research projects, and/or been the coordinator of international R&D&I projects, and/or the responsible scientist for the institution in EU general research and innovation program projects, and/or led a topic within a Long-term Institutional Research Program;
- 4.2.4. Have participated or been participating in at least 3 international and/or national R&D&I projects;
- 4.2.5. Have supervised or been supervising a PhD student or postdoctoral researcher, and/or have participated or been participating in the doctoral process;
- 4.2.6. Have conducted at least 10 educational or scientific dissemination activities;
- 4.2.7. Be an expert in international R&D&I projects and/or national and international programs.
- 4.3. **To be certified for the position of Researcher, scientists must have, within the past five years:**
 - 4.3.1. Have published at least 2 scientific articles in international scientific journals;
 - 4.3.2. Have prepared at least 2 proposals for student research, internships, or other funding opportunities;
 - 4.3.3. Have participated or been participating in at least 2 international and/or national R&D&I (Research, Development, and Innovation) projects, and/or topics within a Long-term Institutional Research Program;
 - 4.3.4. Have conducted at least 3 educational or scientific dissemination activities.
 - 4.3.5. To be eligible for the position of Junior Researcher, candidates must hold a master's degree or an equivalent higher education qualification and be engaged in scientific research, meeting all the following requirements:
 - 4.3.6. Have published at least 1 scientific article in peer-reviewed scientific journals;
 - 4.3.7. Have participated in at least 1 international and/or national R&D&I (Research, Development, and Innovation) project and/or a topic within a Long-term Institutional Research Program;
 - 4.3.8. Have conducted at least 1 educational or scientific dissemination activity.

5. Final remarks

- 5.1. Scientific articles that are not yet published but have been accepted for publication can only be counted with confirmation from the editorial board of the publication.
- 5.2. Works that can be considered equivalent to scientific articles in international journals:
 - 5.2.1. A monograph, book, or chapters thereof published by an internationally recognized scientific publisher;
 - 5.2.2. Patent applications or patents registered with the European Patent Office (EPO), the United States Patent and Trademark Office (USPTO), or the Japan Patent Office (JPO) (submission of documents proving registration is required);
 - 5.2.3. Plant or animal varieties that have passed international examination in centralized European centers (submission of Reports on Technical Examination of the DUS Testing);

- 5.2.4. Strains of microorganisms registered in the World Intellectual Property Organization (WIPO) registries and having a registration certificate;
- 5.2.5. One monograph, book, or chapters thereof, one patent, variety, or strain of microorganisms is equivalent to one article in international scientific journals.
- 5.3. If it is determined during atestation that a researcher does not meet the minimum qualification requirements for their position, they will be dismissed from their position as prescribed by law.
- 5.4. For researchers who have taken maternity, paternity, or childcare leave, or who have been ill for more than 3 months during the past 5 years, the period for which the required number of scientific works must be published to qualify for the position is extended accordingly.
- 5.5. The minimum qualification requirements established in this document will come into effect for competitions on January 1, 2024, and for certification and evaluation on January 1, 2029.