

The selection procedure will take place in two phases and the evaluation will be based solely on the submitted materials, there will be no interview.

## PHASE 1

Assessing the qualification parameters of individual applicants. The evaluation in this phase focuses on the applicant's meeting of the following criteria:

1. The applicant is required:
  - To have gained PhD or similar degree (ISCED level 8 equivalent) 7 or more years before September 1<sup>st</sup>, 2017 and
  - Within the last 3 years (to the date of September 1<sup>st</sup>, 2017) to have held a research position outside the CR extending to at least 50% of the full-time workload for at least 2 years and
  - To meet the criteria of:
    - (i) normalised<sup>1</sup> H-index of a minimum of 8.5 and
    - (ii) participation in at least 1 international or national grant in the last 5 years (to the date of September 1<sup>st</sup>, 2017) and
    - (iii) publication activity (listed in the databases Thomson Reuters Web of Science, Scopus or ERIH PLUS, types of publications including "article", "book chapters", "letter" and "review") – at least 3 items within the last 5 years (to the date of September 1<sup>st</sup>, 2017)
2. The applicant will declare his/her knowledge of the English language.

All applicants who will fail to meet the above-mentioned criteria of Phase 1 will be disqualified from the selection procedure. All applicants who will meet the above-mentioned criteria of Phase 1 will proceed to Phase 2.

## PHASE 2

Meeting/failing to meet the criteria of Phase 1 as well as the required expertise and materials will be evaluated by a committee of at least 3 members.

The committee will evaluate the individual applicants under the following criteria:

Criterion 1:

Number and quality of articles in impact journals related to the research activities planned in the application

Points awarded: min. 0, max. 40

Criterion 2:

Participation in scientific research projects (international, national) related to the field of study (scientific discipline) in which the application is placed

Points awarded: min. 0, max. 25

Criterion 3:

Added value for the host institution (activities 1 and 2) or home institution (activities 3 and 4) in the field of study (scientific discipline) in which the application is placed

Points awarded: min. 0, max. 15

Criterion 4:

Internships (abroad, in application sphere) in the field of study (scientific discipline) in which the application is placed

Points awarded: min. 0, max. 10

Criterion 5:

Desirability of the research in the field of study (scientific discipline)

Points awarded: min. 0, max. 5

Criterion 6:

Recommendation of the previous supervisor or head of institute/research team of the applicant (activities 1, 3 and 4)

Points awarded: min. 0, max. 5

---

<sup>1</sup> Instructions for the calculation of a normalised H-index [here](#).

Maximum possible number of points awarded is 100. Evaluating the individual applicants under criteria 1, 2 and 4 will earn the applicant points for meeting each given criterion pursuant to the above-mentioned objectively determinable value. To evaluate the individual applicants under criteria 3, 5 and 6, each member of the committee will award points for the applicant individually, at his/her own discretion. The final number of points awarded to the applicant will be arrived at as an arithmetic mean of the points awarded by individual members of the committee. The winner of the selection procedure is the applicant who scored the highest number of points in the evaluation of individual criteria.