

Evaluation criteria for the tenure track position

Researchers in the „tenure track“ regime are expected to independently develop new research areas and to bring novel methodological approaches, which will increase the quality of the research at the Center Algatech of the Institute of Microbiology (IMIC). They should secure a substantial part of the financing via their own grants. Furthermore, the implementation of methods leading to the cross-laboratory collaboration is considered as an advantage.

Evaluation period is 5 years. The period for which the scientist has been employed at IMIC before starting the „tenure track“ is counted into the evaluation period. If the scientist is associated with IMIC for longer than 2 years, the **evaluation period is 3 years** after they start the „tenure track“.

During the evaluation period the attendee has to fulfil following:

- A) He/she is the principal investigator/co-investigator of basic or applied science grant (e.g.: GAČR, TAČR, MŠMT, ERC, H2020, Human frontier in Science, etc.) with the minimal duration of 3 years and minimal budget at IMIC of 1 mil. CZK per year. Mobility grants are excluded.
- B) He/she is the first or corresponding author of publication(s) primarily affiliated to IMIC with a cumulative impact factor of 15.
- C) He/she has proven to be capable to establish and lead a functional research team including supervision of students. The research of the team is covered by own financing.

The conditions listed above are the **minimal** requirements. Final decision will be made by the evaluation committee at the end of the “tenure track” period based on 1) the submitted written materials, 2) the evaluation reports by external reviewers and 3) the progress report, which will be presented orally at the end of the evaluation period. The evaluation committee and external reviewers will be established by the director of IMIC.