

Definition of Postdoctoral Researchers at the University of Hradec Králové

This Decree defines postdoctoral researchers at the University of Hradec Králové (hereinafter referred to as the UHK), including the criteria for their selection and working conditions.

Definition of postdoctoral researchers at the UHK

Postdoctoral researchers contribute significantly to the strengthening of existing research teams and to the development of new research topics at the UHK. They strengthen the scientific and research performance of the UHK and contribute to its internationalisation. The broader impact of the activities of postdoctoral researchers is to strengthen the excellence of science and research at the UHK.

Postdoctoral researchers are expected to have an above-standard performance and achieve excellent results in scientific and research activities.

Postdoctoral researchers are assigned exclusively to research positions. They are not required to teach, except for postdoctoral researchers funded by sources that require this obligation. In such case, the teaching obligation and its required scope must be specified in the call for applications or competition for the postdoctoral position and a subsequent agreement to perform work or agreement to complete a job must be made with the postdoctoral researcher in accordance with Act No. 262/2006 Sb., the Labour Code, the subject of which will be the performance of teaching activities.

Specific criteria for postdoctoral researchers

- 1) Researcher up to and including 7 years after obtaining the academic degree of Ph.D. or its foreign equivalent outside accredited study programmes of the

UHK.¹ If the degree was obtained abroad and the diploma is in a language other than English, a certified translation of the diploma into English is required.

- 2) A graduate of a doctoral study abroad or at any university in the Czech Republic other than UHK.
- 3) Very good knowledge of the English language.
- 4) Relevant publication activity – at least 3 publications² in the last 3 years³ . Relevant publications mean publications registered in the Thomson Reuters Web of Science index JCR database (SCI-E or SSCI database) (“article”, “letter” and “review” type). In social sciences and humanities the SJR SCOPUS index (“article”, “book”, “book chapter”, “letter”, and “review” type) or “book” or “book chapters” in selected TOP and SEMI TOP foreign and Czech publishing houses are also relevant – see the current version of the Vice-Rector's Instruction Determination of Prestigious Publishing Houses at the UHK.
- 5) H-index – minimum 4, calculated according to the table How to Calculate the Normalized H-index. Web of Science or Scopus is used to calculate the normalized H-index. The H-index is not required for postdoctoral positions in social sciences and humanities.
- 6) Participation in national or international research projects.
- 7) Participation in a foreign internship of preferably at least 3 months, or active participation in an international research and development (R&D) project, or extensive publishing activity involving prestigious foreign institutions.
- 8) Alignment of research activities with prospective research areas at the UHK.

¹ *This period may be extended to include periods of maternity and parental leave, long-term illness (lasting more than 90 days), caring for a sick family member (more than 90 days), preparation for professional postgraduate examinations and military service.*

² *This number can be reduced in the case of social sciences and humanities to a minimum of 1 excellent publication of the “book” type in selected TOP and SEMI TOP foreign and Czech publishing houses – see the current version of the Vice-Rector's Instruction Determination of Prestigious Publishing Houses at the UHK.*

³ *This period may be extended to include periods of maternity and parental leave, long-term illness (lasting more than 90 days), caring for a sick family member (more than 90 days), preparation for professional postgraduate examinations and military service.*

Working conditions

- 1) Postdoctoral researchers work under the guidance of their experienced supervisors who are researchers and part of the research teams at the UHK.
- 2) Postdoctoral researchers publish their results independently under the guidance of their supervisor within the research team.
- 3) Postdoctoral researchers at the UHK are always employed for a fixed term (6-36 months) with at least half-time employment and a place of work in the Czech Republic.
- 4) At the UHK, postdoctoral researchers are employed on the basis of a contractual salary which usually ranges from 35-45 thousand Czech crowns (gross) per month. In general, it is advisable to set sufficiently motivating salary conditions for these positions in relation to the UHK Wages Regulation.
- 5) Working conditions for postdoctoral researchers are set up in such a way as to lead to their professional and career growth and the acquisition of professional experience in dealing with research topics.
- 6) The announcement of postdoctoral positions is always made in both Czech and English, and it is recommended to publish the English version on the portals such as ResearchGate, ResearchJobs, Euraxess, etc.

Final provisions

This Decree shall enter into force on the date of signature.

In Hradec Králové on 27 February 2023

Mgr. Leona Stašová, Ph.D., p.p.
Prof. Ing. Kamil Kuča, Ph.D.

How to calculate the normalized H-Index

The normalizing factor ¹ f : $hN=f \times h$	
Discipline	f
Agricultural Sciences	1.27
Biology & Biochemistry	0.60
Chemistry	0.92
Clinical Medicine	0.76
Computer Science	1.75
Engineering	1.70
Environment/Ecology	0.88
Immunology	0.52
Materials Science	1.36
Mathematics	1.83
Microbiology	0.63
Molecular Biology & Genetics	0.44
Neuroscience & Behaviour	0.56
Pharmacology & Toxicology	0.84
Physics	1.00
Plant & Animal Science	1.08
Psychiatry	0.88
Space Science	0.74

¹Source: Doing Hirsch proud; shaping H-index in engineering sciences.