

## **CRITERIA FOR APPOINTMENT AND PROMOTION OF RESEARCHERS**

*Faculty of Humanities, Leiden University*

### **Researcher 4**

*Requirements:*

1. Completed academic education;
2. Some research experience;
3. Has the required level of the Dutch language;
4. Has the required level of the English language;
5. Correct and complete fulfilment of the Researcher 4 responsibilities.

*Organisation:*

The researcher performs his/her duties under the final responsibility of the relevant Professor, Senior University Lecturer, University Lecturer or Researcher 2.

*Responsibilities:*

For the set of responsibilities, please see the job description for Researcher in the University Job Classification (UFO) system, the assigned core activities and the classification criteria. The responsibilities here mostly involve more pre-structured and delineated research tasks.

*The full job scale is scale 10.*

### **Researcher 3**

#### *Requirements:*

1. Has a PhD;
2. Considerable research experience;
3. Research creativity and regular production, as evidenced by various publications in his/her own sub-discipline or specialism;
4. Contributes to the acquisition of funding from competitive and private sector sources (2<sup>nd</sup> and 3<sup>rd</sup> flow of funds), for both his/her own and other people's research;
5. Has the required level of the Dutch language;
6. Has the required level of the English language;
7. At least 6 years of relevant experience;
8. Correct and complete fulfilment of the Researcher 3 responsibilities.

#### *Organisation:*

The researcher performs his/her duties under the final responsibility of the relevant Professor, Senior University Lecturer, University Lecturer 1 or Researcher 2.

#### *Responsibilities:*

For the set of responsibilities, please see the job description for Researcher in the University Job Classification (UFO) system, the assigned core activities and the classification criteria.

The responsibilities here involve independently conducting scientific research.

#### *The starting scale is scale 10.*

The researcher is placed in the starting scale if he/she does not yet fulfil the job completely or does not yet have at least 6 years of relevant experience.

#### *The full job scale is scale 11.*

#### *The move from scale 10 to scale 11 can take place when:*

1. The above-stated requirements are fulfilled;
2. A recent positive evaluation is available.

## **Researcher 2**

### *Requirements:*

1. Has a PhD;
2. Research creativity and regular production, as evidenced by various publications in his/her own sub-discipline or specialism;
3. Considerable relevant experience in the area of research and management;
4. Initiates, acquires and is accountable for funding from competitive and private sector sources (2<sup>nd</sup> and 3<sup>rd</sup> flow of funds), for both his/her own and other people's research;
5. Participates in working groups, committees or project teams within the faculty and/or unit;
6. Has the required level of the Dutch language;
7. Has the required level of the English language;
8. At least 12 years of relevant experience;
9. Correct and complete fulfilment of the Researcher 2 responsibilities.

### *Organisation:*

The researcher performs his/her duties under the final responsibility of the relevant Professor, Senior University Lecturer or Researcher 1.

### *Responsibilities:*

For the set of responsibilities, please see the job description for Researcher in the University Job Classification (UFO) system, the assigned core activities and the classification criteria. The responsibilities here involve independently conducting and initiating scientific research.

### *The starting scale is scale 11.*

The researcher is placed in the starting scale if he/she does not yet fulfil the job completely or does not yet have at least 12 years of relevant experience.

### *The full job scale is scale 12.*

### *The move from scale 11 to scale 12 can take place when:*

1. The above-stated requirements are fulfilled;
2. A recent positive evaluation is available.

## **Researcher 1**

### *Requirements:*

1. Has a PhD;
2. Research production / creativity and recognition as an expert in the discipline;
3. Considerable relevant experience in the area of research and management;
4. A series of publications of recognised prestige; pre-eminently recognised expert in his/her own discipline; broad understanding of the discipline and its interrelation with other academic fields;
5. Initiates, acquires and is accountable for funding from competitive and private sector sources (2<sup>nd</sup> and 3<sup>rd</sup> flow of funds), for both his/her own and other people's research;
6. Leads working groups, committees or project teams within the faculty and/or unit;
7. Has the required level of the Dutch language;
8. Has the required level of the English language;
9. At least 12 years of relevant experience;
10. Correct and complete fulfilment of the Researcher 1 responsibilities.

### *Organisation:*

The researcher performs his/her duties under the final responsibility of the relevant Professor or Senior University Lecturer.

### *Responsibilities:*

For the set of responsibilities, please see the job description for Researcher in the University Job Classification (UFO) system, the assigned core activities and the classification criteria. The responsibilities here involve independently conducting and initiating scientific research.

### *The starting scale is scale 12.*

The researcher is placed in the starting scale if he/she does not yet fulfil the job completely or does not yet have at least 12 years of relevant experience.

### *The full job scale is scale 13.*

### *The move from scale 12 to scale 13 can take place when:*

1. The above-stated requirements are fulfilled;
2. A recent positive evaluation is available.