

## **Selection of Candidates for the University Postdoc Positions**

1. The application deadline is 15/09 each year, always at least a month before the planned meeting of the Scientific Council of USB. The basic requirement is that the candidate must come from another institution; the salary provided by the university is in the 30000-40000 CZK range before tax. Each faculty can submit max three candidates.
2. Based on submitted applications, two ad hoc committees will be appointed – the committee for natural and agricultural sciences and the committee for humanities, social sciences and economics. The committees have both internal (from USB) and external members. The members are suggested by the vice-rector for science and research upon agreement with deans of the faculties.
3. The internal committee members are always members of the Scientific Council of USB. A member department, which applies for a postdoc, cannot be a member of the committee. In case there is no member of the Scientific Council fulfilling this condition, the vice-rector for research and science together with the dean of the particular faculty suggest a faculty member outside the Scientific Council of USB.
4. External members of the committees are members of the Scientific Council of USB.
5. The committees are appointed by the rector.
6. Each committee must have at least three internal members. Each faculty applying for a postdoc, have at least one member of the committee. The external members are appointed based on their research specialization to match the research specialization of the candidates for postdoc positions.
7. The committees choose the chair among the internal members.
8. The committees evaluate the applications and provide ranking of the candidates. Besides the ranking, the committees also decide how many candidates can be accepted if the candidates on the top of the ranking decline the position.
9. The committees can work on-line, however, at least one personal meeting of the committee, e.g. just before the meeting of the Scientific Council of USB, is recommended.
10. The chairs of the committees present the rankings during the meeting of the Scientific Council of USB.
11. The Scientific Board of USB votes (publicly) about the ranking decided by the committees. For the proposal to be approved, more than half of the board members must vote for the proposal
12. If the proposal is not approved, the Scientific Board must propose a new ranking that must be again approved according to 11.