



<b>Name do the document</b>	Postdoctoral positions at the University of South Bohemia in České Budějovice
<b>Document Type</b>	Recommendation
<b>Project Name</b>	OP VVV „Rozvoj JU – Kapacity pro VaV“ (USB Development – Capacities for R&D) (activity HR Award)
<b>Activity</b>	Action Plan, activity no. 9 - Postdoctoral researchers Policy

This recommendation is related to the activities set out in the Action Plan of the HR Excellence in Research Award project and the objectives/indicators related to the position of postdoctoral researchers. This guideline provides definition only for postdoctoral employees who already hold the degree of PhD or its international equivalent awarded through an accredited degree programmes implemented at the University of South Bohemia in České Budějovice (hereinafter referred to as USB).

**Postdoctoral researcher** is defined as a person who has held a doctoral degree (was awarded the title of PhD, Dr., or its equivalent) for no more than 8 years prior to taking up the current job position. The stated period of 8 years does not include any period of maternity and parental leave, long-term illness (lasting over 90 days), period of caring for a sick family member (lasting over 90 days), study period for attestation and military service. Postdoctoral researchers provide a certified copy of their doctoral diploma to prove the fulfillment of the above mentioned condition. If the PhD was awarded abroad and the diploma was issued in a language other than English, a certified translation of the diploma in English is required.

Postdoctoral researchers work on a specific research topic/project, which is always stated in the job advertisement for the given position. They work under the supervision of experienced research and academic staff and typically publish their scientific results jointly with their mentor, who is assigned to each postdoctoral researcher at the beginning of their employment at USB.

Postdoctoral researcher's job is primarily focused on research. Postdoctoral researchers have no teaching obligations, with the exception of postdoctoral positions financed from sources where teaching obligation is mandatory. In such a case, the teaching obligation and its scope must be stated in the post-doc job advertisement.

Postdoctoral researchers are employed under a fixed-term employment contract. The period for postdoctoral positions typically ranges between 1-5 years, depending on the source and purpose of financing the postdoctoral position. (It is good practise to extend the employment contract at most once and for a definite period, while respecting the above time limit for postdoctoral positions). With regard to the limited period, it is desirable to define possible career advancement and required outputs (publishing activity, obligatory international internship, etc.).

Postdoctoral staff must be appointed in accordance with the Rules of Academic Staff Recruitment at the USB in České Budějovice, registered at the Ministry of Education, Youth and Sports on 16 May 2017. Job offers are published in both Czech and English language; the English version is usually published on scientific portals such as NatureJobs, ResearchGate, Euraxess, etc.





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Salaries of postdoctoral researchers are primarily governed by the financing sources conditions of the given postdoctoral position. In general, sufficiently motivating working conditions for this type of position should be set in compliance with the Payroll Regulations of the USB so that the salaries are attractive for potential international applicants.



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