New Broader Definition of a Postdoc at Charles University

19 November 2026

Postdocs are not only researchers who have come from abroad. If you have a fixed-term contract at Charles University of at least one year and obtained your doctorate no more than eight years ago, you may meet the definition of a postdoc, even if you are, for example, an assistant professor. A new definition has been in force since 30 November 2025, and the status matters: among other things, the university provides postdocs with training opportunities, a mentoring programme and microgrants.

Who is a postdoc according to the definition

According to Rector's Measure No. 55/2025 , a postdoc is an academic or research staff member of the university who meets the following conditions:

1. They obtained a PhD or an internationally recognised equivalent no more than eight years ago. Maternity or parental leave, military service, serious illness and other legally recognised obstacles to work are not counted towards this period.
2. They conduct research independently, usually under the supervision of other academic or research staff of the university.
3. They have a fixed-term employment contract with the university of at least 12 months.
4. They are at the start of their research career: they can publish their results, contribute to project proposals and are gradually building scientific independence. They are expected to develop skills in research management or in the internationalisation of research activities.

The definition is based on the European Framework for Research Careers, specifically level R2 (Recognised Researcher).

How to find out whether you are a postdoc

Go through the four conditions above. If you meet them, check with your faculty that you are recorded as a "postdoc" in the system. Faculties and other university units must record the "postdoc" designation for all employees who meet the conditions.

What we offer postdocs

Charles University is aware that this stage of a career, often full of uncertainty, is when support is needed more than ever. Through the Postdoctoral Hub, we therefore offer postdocs a wide range of opportunities and support:

- **Training.** We run workshops focused on the professional and personal development of early-career researchers. On our website, you will also find training offers from other providers.
- **Mentoring.** We organise a mentoring programme for postdoctoral researchers. Its third cycle will run in 2027.
- **Postdoc Forum.** Together with Czexpats in Science, we organise meetings for sharing experience in career development. The Forum is open to all postdocs, not only those from Charles University, and is a great networking opportunity.
- **Microgrants.** Postdocs can apply for up to CZK 25,000 for short-term development activities: attending professional training events, preparing projects, building international research networks or organising workshops.
- **Postdoctoral Podcast.** Since 2023, we have been recording interviews with inspiring postdocs at Charles University. You can find them on Spotify and Apple Podcasts.
- **Opportunities and practical information.** On our website, you will also find job and funding opportunities, news and practical information for postdocs at Charles University.

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