

Charles University

Rector's Directive No. 19/2025

Title: **Definition of the Concept of “Post-doc” at Charles University**

Responsible department: **Research Support Office**

Date of effect: **1 December 2025**

Definition of the Concept of “Post-doc” at Charles University

Article 1

Introductory Provision

The present Directive defines the concept of “post-doc” at Charles University¹ (“University”) in accordance with the European Framework for Research Careers – R2 profile – Recognised Researcher, that is, a researcher starting his or her independent research career.²

Article 2

Post-doc

1. A post-doc is an academic or researcher employed by the University who:
 - a) Has been awarded the degree of Ph.D. or an internationally recognised equivalent thereof no earlier than eight years ago; this period does not include the period of maternity leave, parental leave, military service, serious health condition, or other statutory obstacles to work,
 - b) Performs independent research activities, as a rule, under the supervision of other academics or researchers employed by the University;
 - c) Has entered into a fixed-term employment contract with the University for a minimum of 12 months;
 - d) Is at the beginning of his or her research career and has already published the results thereof, has been involved in project proposals, and is working on independent research and expected to develop skills in research management or internationalisation of research activities.
2. The University provides education opportunities in transversal skills and mentoring for post-docs.

Article 3

Duties of Faculties and other Units of the University

Faculties and other units of the Universities must comply with the present Directive when assigning the status of a post-doc. All employees who meet the conditions under Article 2 hereof must be designated as post-docs in the human resources system of the University.

Article 4

Repealing Provision

The following directives are hereby repealed:

- a) Rector’s Directive No. 23/2021, Introducing and Defining the Concept of “Post-doc” at Charles University,
- b) Rector’s Directive No. 3/2021, Amendment to Rector’s Directive No. 23/2021, Introducing and Defining the Concept of “Post-doc”.

¹ Appendix to Rector’s Directive No. 28/2021, Framework Principles of Career Growth of Academics, Researchers and Lecturers at Charles University.

² Annex II to Council Recommendation of 18 December 2023 on a European framework to attract and retain research, innovation, and entrepreneurial talents in Europe.

Article 5
Transitional Provision

If an employee of the University was assigned the status of a post-doc under Rector's Directive No. 23/2021, Introducing and Defining the Concept of "Post-doc" at Charles University, as amended by Rector's Directive No. 3/2022, the conditions under Rector's Directive No. 3/2022, Introducing and Defining the Concept of "Post-doc" at Charles University, as amended by Rector's Directive No. 3/2022 apply.

Article 6
Final Provisions

The present Rector's Directive comes into force on the date of execution and becomes effective on 1 December 2025.

Prague, 23 May 2025

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