Annex 6/a

List of Lecturer, Researcher and Teacher Positions That May Be Created at the University and the Requirements for Filling Them

Lecturer positions	Requirements	Job grades
University Professor	– master's degree and qualification, – doctoral degree (PhD, DLA, DBA), – habilitation in the discipline of the subject to be taught, or international higher education practice recognised as equivalent by the Doctoral and Habilitation Council, – language proficiency of at least one foreign language at an appropriate level, in line with the requirements of the Hungarian Higher Education Accreditation Committee (HAC), corresponding to the foreign-language programmes taught at the given faculty, – at least 8 years of proven experience in teaching and research in higher education, – for applicants without the title of university professor, fulfilment of the requirements for the position of university professor as specified by the HAC, – supervision of the academic and scientific work of students, doctoral candidates, assistant lecturers and lecturers, – outstanding scientific performance and research activity, with national and international recognition in the given field of science, – in the case of the FIT, successful completion of the doctoral habitus evaluation by the Hungarian Academy of Sciences (HAS), – active participation in the national and international scientific community (e.g. PhD defences, National Association of Student Research (NASR), HAS public body, reviewing Q1–Q2 or A–B category articles, or membership of a conference organising committee or membership of a professional committee outside the outside the University of Pannonia), – school-establishing / research organisation / scientific organisation / project-related / fund-raising activities,	16

Lecturer positions	Requirements	Job grades
	– professional/managerial activities: chair or member of a university professional committee, member of a professional body outside the University, member of the University Senate or a Faculty Board, – thorough and comprehensive knowledge of the literature of the taught subject(s) and its practical application, – an extensive national and international network of contacts, the involvement of corporate partners in education or research or the expansion of the faculty's network of relations in line with faculty objectives are considered an advantage.	
Associate Professor	– master's degree and qualification, – doctoral degree (PhD, DLA, DBA), – striving to obtain habilitation, – language proficiency of at least one foreign language at an appropriate level, in line with the requirements of the HAC, corresponding to the foreign-language programmes taught at the given faculty, – at least 8 years of proven experience in teaching and research in higher education, – teaching, publication, educational and awareness-raising activities in a foreign language, – recognised national and international publication activities, – comprehensive knowledge of the given scientific field or discipline, with practice at an international level, – research organisation, – conducting scientific work in a foreign language, – supervising the academic and scientific work of students and assistant lecturers, – achievement of at least 55% of the disciplinary minimum score required by the HAC for a university professor position. At least one-third of the required points must come from research (for teaching-focused associate professors) or from teaching (for research-focused associate professors). – active participation in domestic and international scientific life (e.g., PhD defenses, NASR, HAS full membership, reviewing Q1-Q2 or A-B articles, membership in conference organising committees or in	15

Lecturer positions	Requirements	Job grades
	professional committees or professional life outside the University of Pannonia) or professional/managerial activities: chair or member of a university professional committee, member of a professional body outside the University, member of the University Senate or a Faculty Board, – thorough and comprehensive knowledge of the literature of the taught subject(s) and its practical application, – an extensive national and international network of contacts, the involvement of corporate partners in education or research or the expansion of the faculty's network of relations in line with faculty objectives are considered an advantage.	
Senior Lecturer	– master's degree and qualification, – doctoral degree (PhD, DLA, DBA), – language proficiency of at least one foreign language at an appropriate level, in line with the requirements of the HAC, corresponding to the foreign-language programmes taught at the given faculty, – at least 4 years of proven experience in teaching and research in higher education – independent scientific results and publications in a foreign language or relevant professional experience in the labour market, – active participation in domestic and international scientific life, – thorough and comprehensive knowledge of the literature of the taught subject(s) and its practical application, – an extensive national and international network of contacts, the involvement of corporate partners in education or research or the expansion of the faculty's network of relations in line with faculty objectives are considered an advantage.	14
Assistant Lecturer	– master's degree and qualification, – participation in a doctoral study programme (PhD, DLA, DBA), – language proficiency of at least one foreign language at an appropriate level, in line with the requirements of the	13

Lecturer positions	Requirements	Job grades
	HAC, corresponding to the foreign-language programmes taught at the given faculty, – ability to publish in a foreign language, – basic scientific activities under professional guidance, – participation in domestic professional and scientific life, – appropriate preparation and professional knowledge, preferably also in a foreign language, in the scientific fields covering the taught subject(s). – building international educational and scientific research relationships is an advantage.	
Master Teacher	– master's degree, – active language proficiency (major world language), – at least 10 years of professional and practical work experience, – active participation in professional public life, – competence for the practical training of students, – high-level expertise and professional knowledge in the scientific field(s) covering the taught subject(s), – involvement in organising or conducting competitions, or alumni activities is an advantage, – additionally, for the FBE and FBAZ: extensive professional network; for FH: extensive network in public education.	13

Researcher positions	Requirements	Job grades
Scientific Advisor / Research Professor	– master's degree and qualification, – doctoral degree (PhD, DLA, DBA), – habilitation or recommendation of the Doctoral and Habilitation Council, – language proficiency of at least one foreign language at an appropriate level, in line with the requirements of the HAC, corresponding to the foreign-language programmes taught at the given faculty, – at least 8 years of proven experience in research or in teaching in higher education, – supervision of the academic work of students, doctoral candidates, early-career researchers and junior staff, – outstanding research achievements and recognition at both national and international levels in the relevant scientific field,	16

Researcher positions	Requirements	Job grades
	– internationally acknowledged, exceptional scientific performance, – holder of the title "Doctor of the Hungarian Academy of Sciences" or fulfilment of the minimum research score requirements in the relevant scientific field necessary for a university professor position according to HAC regulations; – additionally, for the FIT: successful HAS doctoral habitus assessment, – appropriate expertise and professional knowledge, preferably also in a foreign language, in the scientific field related to their research area, – active participation in domestic and international scientific life (e.g., PhD defenses, NASR, HAS public body, reviewing Q1-Q2 or A-B articles, membership in conference organising committees or in professional committees or professional life outside the University of Pannonia), – school-establishing / research organisation / scientific organisation / project-related / fund-raising activities, – professional/managerial activities: chair of a university professional committee, member of a professional body outside the University, member of the University Senate or a Faculty Board, – an extensive national and international network of contacts, the involvement of corporate partners in education or research or the expansion of the faculty's network of relations in line with faculty objectives are considered an advantage.	
Senior Research Fellow	– master's degree and qualification, – doctoral degree (PhD, DLA, DBA), – language proficiency of at least one foreign language at an appropriate level, in line with the requirements of the HAC, corresponding to the foreign-language programmes taught at the given faculty, – at least 8 years of proven experience in research or in teaching in higher education, – independent scientific activities, publications also in a foreign language, – comprehensive knowledge of the relevant scientific field and discipline, and practice at an international level,	15

Researcher positions	Requirements	Job grades
	– recognized domestic and international publication activity, – research organisation, – conducting scientific work, also in a foreign language, – supervision of the academic work of students and doctoral candidates, – achievement of at least 55% of the minimum disciplinary score required for a university professor position according to the HAC regulations, with no more than one-third of the required points derived from teaching, – active participation in domestic and international scientific life (e.g., PhD defenses, NASR, HAS public body, reviewing Q1-Q2 or A-B articles, membership in conference organising committees or in professional committees or professional life outside the University of Pannonia), – school-establishing / research organisation / scientific organisation / project-related / fund-raising activities, – professional/managerial activities: chair of a university professional committee, member of a professional body outside the University, member of the University Senate or a Faculty Board, – appropriate expertise and professional knowledge, preferably also in a foreign language, in the scientific field related to their research area, – an extensive national and international network of contacts, the involvement of corporate partners in education or research or the expansion of the faculty's network of relations in line with faculty objectives are considered an advantage.	
Research Fellow	– master's degree and qualification, – doctoral degree (PhD, DLA, DBA), – language proficiency of at least one foreign language at an appropriate level, in line with the requirements of the HAC, corresponding to the foreign-language programmes taught at the given faculty, – at least 4 years of proven experience in research or in teaching in higher education, – independent scientific publications also in a foreign language, or relavant experience in the labour market, – active participation in domestic and international scientific and professional life (e.g., PhD defenses, NASR,	14

Researcher positions	Requirements	Job grades
	MTA public body, reviewing Q1–Q2 or A–B articles, membership in conference organising committees or in professional committees or professional life outside the University of Pannonia) or in professional organisations (e.g., MRTT, MKT, HSZOSZ, PM University, ISO Forum, MPT, Teacher Training Association), – appropriate expertise and professional knowledge, preferably also in a foreign language, in the scientific field related to their research area, – involvement of corporate partners in education or research or the expansion of the faculty's network of relations in line with faculty objectives are considered an advantage.	
Assistant Research Fellow	– master's degree and qualification, – participation in a doctoral study programme (PhD, DLA, DBA), – language proficiency of at least one foreign language at an appropriate level, in line with the requirements of the HAC, corresponding to the foreign-language programmes taught at the given faculty, – basic scientific activities under professional guidance, – appropriate expertise and professional knowledge, preferably also in a foreign language, in the scientific field related to their research area, – involvement of corporate partners in education or research or the expansion of the faculty's network of relations in line with faculty objectives are considered an advantage.	13
Teacher positions	Requirements	Job grades
Language Teacher	– master's degree and a degree in teaching the given subject	12
Teacher of Physical Education	– master's degree and a degree in teaching the given subject	12