Annex 6/b

Requirements for Employment in the Position of a Lecturer, Researcher or Teacher

Lecturer positions	Type of expectation	Requirements
University Professor	Requirements for mandatory publication activities expected for the position	**FBE/FBAZ:** min. 1 Q1 or 3 Q2 publications every 3 years. One of the two discipline-specific Q1/Q2 articles may be substituted by a book or book chapter listed in the HAC list of university professors. **FH:** min. 1 Q1 or 3 Q2 publications (at least one as sole or first author) within 3 years. The two discipline-specific Q1/Q2 articles may be substituted by a book or book chapter listed in the HAC list of university professors, or a foreign-language book or book chapter published by an HAS-approved international publisher. **FIT:** min. 2 Q1 or 3 Q2 publications within 3 years **FE:** min. 1 Q1 or 2 Q2 publications each year (based on a 3-year average)
	Scientific mentoring of young talents as determined by the Dean/Head of the organisational unit	Supervision of master's or bachelor's theses/dissertations, Students' Scientific Association (SSA) projects, mentoring other student artistic activities or doctoral (co-)supervision Guidance of doctoral students, junior lecturers and assistant professors (lecturer or researcher work) Performing tasks related to doctoral programmes and doctoral and habilitation procedures.
	Expectations regarding networking relationships for the position as determined by the Dean/Head of the organisational unit	Extensive national and international network of contacts; or the involvement of corporate partnerships in education and research; or the expansion of the faculty's network of relations in line with faculty objectives

Lecturer positions	Type of expectation	Requirements
University Professor	required teaching activities	Delivering lectures, leading seminars and participating in knowledge assessment; minimum teaching hours: in accordance with statutory requirements
	Teaching material development activities and higher education pedagogy self-development as defined by the Dean/Head of the organizational unit	Preparation/development of course materials or teaching aids, also in English, or participation in the launch of new degree programmes or the renewal of existing degree programmes, or participation in pedagogical training/workshops
	Other activities determined by the Dean/Head of the organisational unit	Participation in student recruitment activities, or participation in conference organisation, or participation in grant application / research group activities, or participation in the implementation of grant applications, or supporting alumni activities, or science communication / third mission activities, or performance of academic coordinator responsibilities, or organisation of professional placements, or participation in the delivery of short-cycle courses / training programmes / summer schools, or participation in the organisation of national or international conferences, or participation in the editing of conference proceedings, or initiating and leading participation in institutional professional and public activities, grant-related and fund-raising activities, or leading a research group, project or sub-project, or editorial or editorial board activities for academic journals, or talent development/mentoring.
	Requirements for mandatory publication activities	**FBE/FBAZ:** min. 1 Q1 or 2 Q2 or min. 1 Q2 and 1 A-B publication within 3 years. The A-B publication may

Lecturer positions	Type of expectation	Requirements
Associate Professor	expected for the position	be substituted by a book or book chapter listed in the HAC list of university professors **FH:** min. 4 peer-reviewed publications (hereinafter referred to as "PRJ") and one Q1–Q3 publication within three years, or book chapters (minimum 3) published by a Hungarian or international publisher recognised by the HAS, or one monograph, or artistic/creative activity compatible with the Hungarian Scientific Bibliography **FIT:** min. 1 Q2 publication and an additional PRJ within 3 years **FE:** min. 1 Q1 or 2 Q2 publications each year (based on a 3-year average)
	Scientific mentoring of young talents as determined by the Dean/Head of the organisational unit	Supervision of master's or bachelor's theses/dissertations as required, Students' Scientific Association (SSA) projects, mentoring other student artistic activities or doctoral (co-)supervision Guidance of doctoral students, junior lecturers and assistant professors (lecturer or researcher work) Performing tasks related to doctoral programmes and procedures.
	Expectations regarding networking relationships for the position as determined by the Dean/Head of the organisational unit	Conducting international educational or scientific networking activities or the involvement of corporate partnerships in education and research; or the expansion of the faculty's network of relations in line with faculty objectives
	required teaching activities	Delivering lectures, leading seminars and participating in knowledge assessment; minimum teaching hours: in accordance with statutory requirements

Lecturer positions	Type of expectation	Requirements
Associate Professor	Teaching material development activities and higher education pedagogy self-development as defined by the Dean/Head of the organizational unit	Preparation/development of course materials or teaching aids, also in English, or participation in the launch of new degree programmes or the renewal of existing degree programmes, or participation in pedagogical training/workshops
	Other activities determined by the Dean/Head of the organisational unit	Participation in student recruitment activities, or participation in conference organisation, or participation in grant application / research group activities, or participation in the implementation of grant applications, or supporting alumni activities, or science communication / third mission activities, or performance of academic coordinator responsibilities, or organisation of professional placements, or participation in the delivery of short-cycle courses / training programmes / summer schools, or participation in the organisation of national or international conferences, or participation in the editing of conference proceedings, or talent development/mentoring.
Senior Lecturer	Requirements for mandatory publication activities expected for the position	**FBE/FBAZ:** min. 1 Q2 or A-B publications within 3 years **FH:** any Q1 to Q3 publication or min. 3 PRJs or one A publication or a book chapter within three years or artistic/creative activity compatible with the Hungarian Scientific Bibliography **FIT:** min. 1 Q2 publication based on a 3-year average **FE:** min. 1 Q2 each year (based on a 3-year average)
	Scientific mentoring of young talents as determined by the	Supervision of master's or bachelor's theses/dissertations or SSA projects as required

Lecturer positions	Type of expectation	Requirements
Senior Lecturer	Dean/Head of the organisational unit	Based on the supervisor's decision, performance of tasks related to doctoral programmes and procedures
	Expectations regarding networking relationships for the position as determined by the Dean/Head of the organisational unit	Conducting international educational or scientific networking activities or the involvement of corporate partnerships in education and research; or the expansion of the faculty's network of relations in line with faculty objectives
	required teaching activities	Delivering lectures, leading seminars and participating in knowledge assessment; minimum teaching hours: in accordance with statutory requirements
	Teaching material development activities and higher education pedagogy self-development as defined by the Dean/Head of the organizational unit	Preparation/development of course materials or teaching aids, or participation in pedagogical training/workshops
	Other activities determined by the Dean/Head of the organisational unit	Participation in student recruitment activities, or participation in conference organisation, or participation in grant application / research group activities, or participation in the implementation of grant applications, or supporting alumni activities, or science communication / third mission activities, or performance of academic coordinator responsibilities, or organisation of professional placements, or participation in the delivery of short-cycle courses / training programmes / summer schools, or participation in pedagogical training/workshops, or talent development/mentoring
	Requirements for mandatory publication activities	**FBE/FBAZ**: min. 2 PRJs within 3 years

Lecturer positions	Type of expectation	Requirements
Assistant Lecturer	expected for the position	**FH**: min 2 PRJs within 3 years, or artistic/creative activity compatible with the Hungarian Scientific Bibliography **FIT:** min 2 PRJs based on a 3-year average **FE:** min. 1 Q2 publication each year (based on a 3-year average)
	Expectations regarding networking relationships for the position as determined by the Dean/Head of the organisational unit	Striving to establish and participate in international educational and scientific research collaborations
	required teaching activities	Conducting practical classes and seminars, with at least the minimum number of teaching hours as prescribed by law
	Teaching material development activities and higher education pedagogy self-development as defined by the Dean/Head of the organizational unit	At least 50% participation in the preparation/development of teaching materials or educational aids, or participation in pedagogical training or workshops
	Other activities determined by the Dean/Head of the organisational unit	Participation in student recruitment activities, or participation in conference organisation, or participation in the implementation of grant applications, or talent development/mentoring
Master Lecturer	Expectations regarding networking relationships for the position as determined by the	Involvement in the organisation and conduct of competitions, or alumni activities, or **FBE/FBAZ:** extensive network of relations

Lecturer positions	Type of expectation	Requirements
Master Lecturer	Dean/Head of the organisational unit	**FH:** extensive network of relations in the field of public education
	required teaching activities	Delivering lectures, leading seminars and participating in knowledge assessment; minimum teaching hours: in accordance with statutory requirements Taking part in the organisation of placements
	Teaching material development activities and higher education pedagogy self-development as defined by the Dean/Head of the organizational unit	Preparation/development of practical materials and teaching aids, or preparation/development of case studies, or participation in pedagogical training or workshops
	Other activities determined by the Dean/Head of the organisational unit	Participation in student recruitment activities, or participation in conference organisation, or participation in the implementation of grant applications, or participation in the delivery of short-cycle courses / training programmes / summer schools, or talent development/mentoring

Researcher positions	Type of expectation	Requirements
Scientific Advisor / Research Professor	Requirements for mandatory publication activities expected for the position	**FBE/FBAZ:** min. 2 Q1 or Q2 publications within 3 years. The two discipline-specific Q1/Q2 articles may be substituted by a book or book chapter listed in the HAC list of university professors. **FH:** min. 2 Q1 or Q2 publications every 3 years. One of the two Q1/Q2 articles may be substituted by a book or book chapter listed in the HAC list of university professors. **FIT**: min. 2 Q1 and at least 1 Q2 publication based on a 3-year average

Researcher positions	Type of expectation	Requirements
Scientific Advisor / Research Professor		**FE**: min. 1 Q1 or 2 Q2 publications each year (based on a 3-year average)
	Scientific mentoring of young talents as determined by the Dean/Head of the organisational unit	Supervision of master's or bachelor's theses/dissertations as required, supervision of SSA projects, mentoring other student artistic activities or doctoral (co-)supervision Guidance of doctoral students, junior lecturers and assistant professors (lecturer or researcher work) Performing tasks related to doctoral programmes and doctoral and habilitation procedures
	Expectations regarding networking relationships for the position as determined by the Dean/Head of the organisational unit	Extensive national and international network of contacts; or the involvement of corporate partnerships in education and research; or the expansion of the faculty's network of relations in line with faculty objectives
	required teaching activities	Participation in educational activities in a foreign language, or participation in degree programme launch processes, or development of a new course
	Other activities determined by the Dean/Head of the organisational unit	Participation in student recruitment activities, or participation in conference organisation, or participation in grant application / research group activities, or participation in the implementation of grant applications, or supporting alumni activities, or science communication / third mission activities, or performance of academic coordinator responsibilities, or organisation of professional placements, or participation in the delivery of short-cycle courses / training programmes / summer schools, or participation in the organisation of national or international conferences, or

Researcher positions	Type of expectation	Requirements
		participation in the editing of conference proceedings, or initiating and leading participation in institutional professional and public activities, grant-related and fund-raising activities, or leading a research group, project or sub-project, or editorial or editorial board activities for academic journals, or talent development/mentoring.
Senior Research Fellow	Requirements for mandatory publication activities expected for the position	**FBE/FBAZ**: min 2 Q1 or 3 Q2 (of which, one as first author) and 1 A-B publication within 3 years. The A-B publication may be substituted by a book or book chapter listed in the HAC list of university professors **FH:** min. 5 PRJs (min. 3 As) or 1 Q1 publication within 3 years OR book chapters (minimum 3) published by a Hungarian or international publisher recognised by the HAS OR 1 monograph **FIT**: min. 3 Q2 publications based on a 3-year average **FE**: min. 1 Q1 or 2 Q2 publications (based on a 3-year average)
	Scientific mentoring of young talents as determined by the Dean/Head of the organisational unit	Supervision of master's or bachelor's theses/dissertations as required, supervision of SSA projects, mentoring other student artistic activities or doctoral (co-)supervision Guidance of doctoral students, junior lecturers and assistant professors (lecturer or researcher work) Performing tasks related to doctoral programmes and procedures.
	Expectations regarding networking relationships for the position as determined by the Dean/Head of the organisational unit	Conducting international educational or scientific networking activities or the involvement of corporate partnerships in education and research; or the expansion of the faculty's network of relations in line with faculty objectives

Researcher positions	Type of expectation	Requirements
Senior Research Fellow	required teaching activities	Participation in educational activities, also in a foreign language, or participation in degree programme launch processes, or development of a new course
	Other activities determined by the Dean/Head of the organisational unit	Participation in student recruitment activities, or participation in conference organisation, or participation in grant application / research group activities, or participation in the implementation of grant applications, or supporting alumni activities, or science communication / third mission activities, or performance of academic coordinator responsibilities, or organisation of professional placements, or participation in the delivery of short-cycle courses / training programmes / summer schools, or participation in the organisation of national or international conferences, or participation in the editing of conference proceedings, or talent development/mentoring.
Research Fellow	Requirements for mandatory publication activities expected for the position	**FBE/FBAZ:** min 2 Q2 or A-B publications within 3 years **FH:** min. 3 PRJs (of which, one A type) or one Q2 publication within 3 years **FIT:** min. 2 Q2 publications based on a 3-year average **FE:** min. 1 Q2 publication each year (based on a 3-year average)
	Scientific mentoring of young talents as determined by the Dean/Head of the organisational unit	Supervision of master's or bachelor's theses/dissertations or SSA projects, or doctoral (co-)supervision

Researcher positions	Type of expectation	Requirements
Research Fellow	Expectations regarding networking relationships for the position as determined by the Dean/Head of the organisational unit	Involvement of corporate partnerships in education and research; or the expansion of the faculty's network of relations in line with faculty objectives
	required teaching activities	Participation in educational activities, or participation in degree programme launch processes, or development of a new course
	Other activities determined by the Dean/Head of the organisational unit	Participation in student recruitment activities, or participation in conference organisation, or participation in grant application / research group activities, or participation in the implementation of grant applications, or supporting alumni activities, or science communication / third mission activities, or performance of academic coordinator responsibilities, or organisation of professional placements, or participation in the delivery of short-cycle courses / training programmes / summer schools, or participation in the organisation of national OR international conferences, or participation in the editing of conference proceedings, or talent development/mentoring
Assistant Research Fellow	Requirements for mandatory publication activities expected for the position	**FBE/FBAZ:** min. 3 PRJs within 3 years **FH:** min. 3 PRJs or one A publication within 3 years **FIT:** min. 3 PRJs based on a 3-year average **FE:** min. 1 Q2 publication each year (based on a 3-year average)
	Expectations regarding networking	Involvement of corporate partnerships in education and research; or the expansion of the faculty's network of relations in line with faculty objectives

Researcher positions	Type of expectation	Requirements
	relationships for the position as determined by the Dean/Head of the organisational unit	
	required teaching activities	Assisting with and leading student practical/workshop sessions
	Other activities determined by the Dean/Head of the organisational unit	Participation in student recruitment activities, or participation in conference organisation, or participation in the implementation of grant applications, or talent development/mentoring
Teacher positions	Requirements	
Language Teacher	– Thorough knowledge of the curriculum of the language courses taught, sufficient for teaching, conducting practical sessions and examining students; ability to perform sub-tasks in developing practical materials and teaching aids, – Adequate familiarity with the fundamental literature of the field and professional life, including subject methodology, language pedagogy and applied linguistics, – Creative application of language teaching methods in instruction, examination and the preparation of teaching aids, – Gaining international experience and actively applying these insights, – Supporting students using the foreign language as a tool (e.g., SSA, thesis work, scholarship applications, etc.), – Active participation in university and professional community life.	
Teacher of Physical Education	– Advanced theoretical and practical knowledge of the taught disciplines (sports), – General familiarity with the practice and literature of physical education and the specific sports disciplines, – Participation in extracurricular physical education and university sports activities (as a coach, course instructor, college sports educator, organiser/manager, participant, etc.).	