

On the basis of Article 41, Paragraph 8 of the Law on Science and Higher Education ("Official Gazette" number: 123/03, 198/03, 105/04, 174/04, 2/07 – Decision of the Constitutional Court of the Republic of Croatia, 46/07, 45 /09, 63/11, 94/13, 139/13, 101/14 - Decision and Resolution of the Constitutional Court of the Republic of Croatia and 60/15 - Decision of the Constitutional Court of the Republic of Croatia), and Articles 37 and 45 of the Statute of the Institute of Agriculture and Tourism, upon proposal by the Scientific Council of the Institute, the Management Council of the Institute of Agriculture and Tourism, at the session held on May 3, 2016, adopted the

## ORDINANCE ON ADDITIONAL CONDITIONS FOR THE SELECTION TO SCIENTIFIC JOB POSITIONS AT THE INSTITUTE OF AGRICULTURE AND TOURISM

### **Article 1.**

The conditions for the selection to scientific job positions are prescribed by the Law on Science and Higher Education. This Ordinance establishes additional conditions for the selection (employment) to scientific job positions at the Institute of Agriculture and Tourism (hereinafter: the Institute). Terms used in this Ordinance, which have a gender meaning, are used neutrally and refer equally to men and women.

### **Article 2.**

Additional conditions for the selection to scientific job positions are based on the following elements:

1. Excellence of research articles and scientific reputation of the applicant
2. Contribution to scientific research work
3. Organizational abilities and contribution to the development of the scientific community
4. Contribution to innovation, transfer of knowledge to the economy and commercialization of the research results

### **Article 3.**

In addition to the minimum number of research articles prescribed by the current legal regulations, applicants for the selection to a scientific job position must meet the following criteria under points 1, 2, 3 and 4:

#### **1. Excellence of scientific articles and scientific reputation of the applicant**

The excellence of research articles is measured by their academic research impact, which is judged on the basis of the citations of research publications, the quality of citations, as well as the proven inclusion of research results in global databases.

To be selected for a scientific job position in the field of biotechnical sciences, the applicant must, in the group of articles published in journals cited/indexed by *Web of Science (WoS)*, be the first or corresponding author on at least one (1) research articles for selection to the position of research associate, two (2) articles for a senior research associate, or three (3) articles for a scientific advisor.

To be selected for a scientific job position in the field of social sciences, the applicant must, in a group of articles published in journals cited/indexed by *Web of Science (WoS)* and/or *Scopus*, be the first or corresponding author on at least one (1) research article for the position of scientific associate, two (2) articles for senior scientific associate, or three (3) articles for scientific advisor.

Of the following conditions, the applicant must fulfil at least one (1) for the position of research associate, two (2) for senior research associate and three (3) for scientific advisor:

- a) presentation and publication of research articles(s) at international scientific congresses as the first or corresponding author;
- b) winner of a scholarship at a domestic or international competitive tender;
- c) stay at international institutions for the purpose of scientific research training, for a period of at least two months in continuation;
- d) invited lecture at an international scientific congress;
- e) supervision, mentorship or membership in a committee for final theses at undergraduate, graduate and integrated studies, graduate and master theses, postgraduate specialist theses and doctoral dissertations;
- f) functions and membership in the editorial board of an international scientific journal or function of a reviewer for international scientific journals (ISI Web of Knowledge, Scopus, CAB, Biosis EconLit, ABI/INFORM, ProQuest);
- g) authorship, co-authorship or editorship of textbooks, scientific books, series of scientific monographs or chapters in scientific monographs;
- h) leadership positions in scientific and professional associations;
- i) visiting internationally renowned institutions as a visiting professor or visiting scientist.

## **2. Contribution to scientific research work**

To be selected for a scientific job position, the applicant must meet the following conditions:

- be the project manager of at least one (1) or collaborator on at least two (2) scientific, development or technological projects obtained at a domestic or international competitive tender for the position of research associate;
- be the project manager of at least two (2) or collaborator on at least four (4) scientific, development or technological projects obtained at a domestic or international competitive tender for the position of senior research associate;
- be the project manager of at least three (3) or a collaborator on at least six (6) scientific, development or technological projects obtained at a domestic or international competitive tender for the position of scientific advisor.

When evaluating participation in scientific, development or technological projects obtained at a domestic or international competitive tender, two (2) projects in which the candidate is a collaborator count as one (1) in which he is the project manager.

## **3. Organizational abilities and contribution to the development of science**

Of the following conditions, the applicant must fulfil at least one (1) for the position of research associate, two (2) for senior research associate and three (3) for scientific advisor:

- a) functions of director, assistant director, head of department, president of scientific council, head of laboratory, head of panel, membership in managements council of scientific research institutes and other public institutions, advisory and expert duties in state and international bodies;
- b) membership in academies of science, professional academies or scientific bodies of the Republic of Croatia;

- c) awards for scientific and research work, such as: i) state awards of the Republic of Croatia; ii) HAZU (Croatian Academy of Sciences and Arts) awards; foreign awards and awards of appropriate significance as under i) and ii);
- d) participation in commissions, working bodies and groups of importance for the parent institution and/or the scientific community as a whole;
- e) establishment, successful management and maintenance of a permanent experimental facility or a collection-experimental plantation, which is, over a longer period of time, used for scientific research work;
- f) designing and successfully conducting scientific research in the field of biotechnical and social sciences, which are carried out over a longer period of time and result in the creation of a publicly available database that has the permanent function of contributing to the development of science;
- g) organizing or membership in the organizational or scientific committee of an international scientific congress;
- h) authorship of textbooks, books, monographs and authorship of review, professional, educational and popularizing articles in printed media and articles in electronic media, etc.;
- i) organizing and holding public events, presentations, lectures and workshops with the aim of popularizing science and spreading scientific and professional knowledge.

#### **4. Contribution to innovation, transfer of knowledge to the economy and commercialization of the results of scientific-research work**

Of the following conditions, the applicant must fulfil at least one (1) for the position of scientific associate, two (2) for senior scientific associate and three (3) for scientific advisor:

- a) participation in scientific and development research that leads to the application and transfer of knowledge to various economic activities;
- b) obtaining income for the parent institution through cooperation with the economy, projects and the commercialization of patents or other forms of intellectual property, in the status of the manager of the activity, in the amount of at least 39.816,85 euros. The above does not include the income generated by the provision of services by commercially available equipment;
- c) establishing a new laboratory or introducing a new discipline or permanent activity in the parent institution;
- d) management of activities that contribute to the improvement and construction of the scientific infrastructure (space, equipment, etc.) of the parent institution;
- e) management of at least one or collaboration on at least two commercial projects of the parent institution (creation of strategies, studies, etc.);
- f) management of the laboratory or institution accreditation procedure;
- g) cooperation with local, regional and state administration bodies and civil society associations (e.g. commissions, consultancy, expertise, etc.);
- h) patenting products, services or processes;
- i) authorship of a cultivar, variety, clone, strain or hybrid;
- j) authorship of an internet application or website in the service of the public and of public interest.

#### **Article 4.**

This Ordinance enters into force on the eighth day after its publication on the Institute's notice board.

ID number: 0147-16-298

Poreč, May 3, 2016.

President of the Management Council  
doc.dr.sc. Lidija Bagarić

I confirm that this Ordinance on additional conditions for the selection to scientific job positions was published on the notice board of the Institute on May 4, 2016. and enters into force on May 12, 2016.

Director of the Institute  
Dr.sc. Dean Ban