**Competition for university postdoc position 2023**

1. The University of South Bohemia (USB) advertises a competition for university postdoc positions starting in 2023. The aim of this competition is to support promising starting researchers in any field cultivated at USB. **At most four positions will be supported from the USB budget**. These positions are offered in both natural-agricultural sciences and human-social-economic sciences. At most three positions will be supported in natural-agricultural sciences.
2. **Each faculty can nominate up to three candidates.** In the case of more candidates, a preselection at faculties is required. **Deadline for application submissions is September 9, 2022** (autumn meeting of the Scientific Board of USB in 2022 is planned for October 5). Applications need to be delivered to the Science and Research Department of the Rectorate of the USB.
3. Deadline for the starting date of a selected candidate is August 1, 2023. The range for salary is set to **30-46 thousand CZK per month** (without levy of the employer). The support is provided for **12-24 months**. Faculties have a possibility to raise the salary of supported candidates in line with their internal regulations.
4. Candidates can be starting researchers from any field cultivated at the USB which **fulfil the following conditions**:
- Come from another institution than the USB. However, faculties may temporarily hire and pay their candidates until they start their university postdoc position. Still, such candidates cannot be employed by faculties before January 1, 2022.
- Successfully finish their PhD studies, including defending their PhD theses, before April 1, 2023, although not earlier than 8 years before the application submission deadline (with exceptions defined in HR Award document at https://www.jcu.cz/veda-a-vyzkum/podklady-pro-www-stranky/postdoctoral-positions-at-the-university-of-south-bohemia-in-ceske-budejovice.pdf)
- In the case candidates will not have their PhD studies successfully finished by the application submission deadline, a declaration must be a part of the application. In this declaration, a PhD supervisor of the candidate needs to express a chance that the candidate successfully finishes her/his PhD studies, including defending a PhD thesis, before April 1, 2023.
5. **Procedure for selecting suggested candidates** is the following:
- Based on submitted applications, two ad hoc committees will be formed, one for natural- agricultural sciences and the other for human-economic-social sciences

- Both committees are officially appointed by the rector of the USB

- The committee members are proposed by the vice-rector for science and research of the USB, in agreement with the deans of the respective faculties
- Both committees have both internal and external members
- Internal committee members are selected from the internal members of the Scientific Board of the USB (shortly SB USB), excluding members of departments from which an application comes (in the case that no internal member of the SB USB satisfies this condition, the vice-rector for science and research, in agreement with the dean of the respective faculty, suggests as an internal committee member an academic worker of that faculty which is not a member of the SB USB)
- External committee members are selected from the external members of the SB USB and will be appointed on the basis of their expertise such that they at best cover the research fields of the applicants
- Each committee has at least three internal members, whereas each faculty from which an application comes has one internal member in the committee
- Minimal number of external members is two, and the total number of external members will always be set so that the committee has an odd number of members
- Each committee will appoint a chair from its internal members
- Each committee discusses all respective applications and determines a sequence of candidates; in addition to the absolute sequence of candidates, the committee also determines up to which position it is possible to accept candidates in the case that the better-valued candidates decline the proposed position (the other candidates are denoted as non-eligible)
- The committees can work distantly, but at least one on-site meeting is recommended, for example right before an SB USB meeting
- The chairs of both committees will inform the SB USB during an SB USB meeting about the results of committee meetings and shortly justify their decisions
- The SB USB will then publicly vote about the committee reports, presented by the committee chairs; for approval of any report it is required that more than half of the present members of the SB USB will vote for any report
- In case the SB USB does not approve a committee report, the SB USB has to propose new sequence of candidates, which has again to be approved by more than half of the present members of the SB USB

- Based on the sequence eventually approved by the SB USB the rector, in agreement with the vice-rector for science and research, decides on the selection of candidates for the university postdoc positions, at most three in natural-agricultural sciences and at most four in total

­- When a selected candidate declines its position or does not successfully finish her/his PhD studies until April 1, 2023, the next candidate in the sequence approved by the SB USB is addressed, if not denoted as non-eligible

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