

CEITEC

Central European Institute of Technology
BRNO | CZECH REPUBLIC

Kateřina Hořková
Nikola Kostlanova

8th April 2021

CEITEC career scheme for Core Facilities



Organisational structure of CEITEC MU



CryoEM & Tomography



NMR



Proteomics



RTG a Bio-SAXS



Structural Biology



BIC



CEITEC Nano

53 FTE



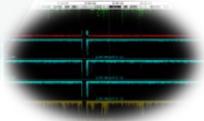
Nanotechnology



Genomics



Genomics and Proteomics of Plant Systems



Bioinformatics



MAFIL



Plant Science



CELLIM



Molecular Medicine



Brain and Mind Research

300 FTE

CEITEC career scheme in general

- **Main principles:**

- Different career paths defined: SCIENTIFIC / TECHNICAL / ADMINISTRATIVE
- Requirements per each position defined
- Remuneration rules same for all employees
- Internationalization – inbreeding avoid, OTMR principles



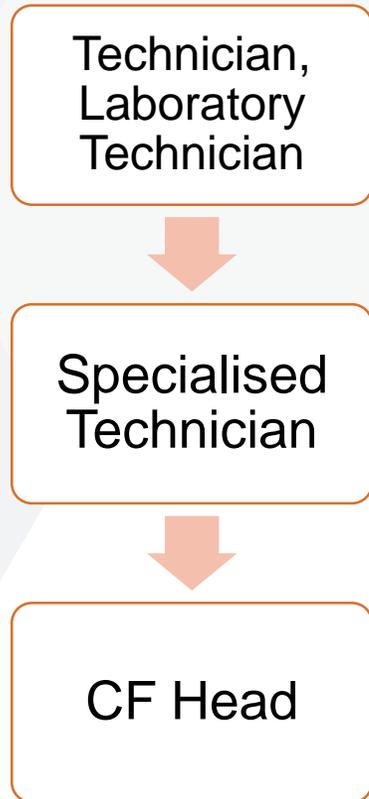
HR EXCELLENCE IN RESEARCH

- **Official documents:**

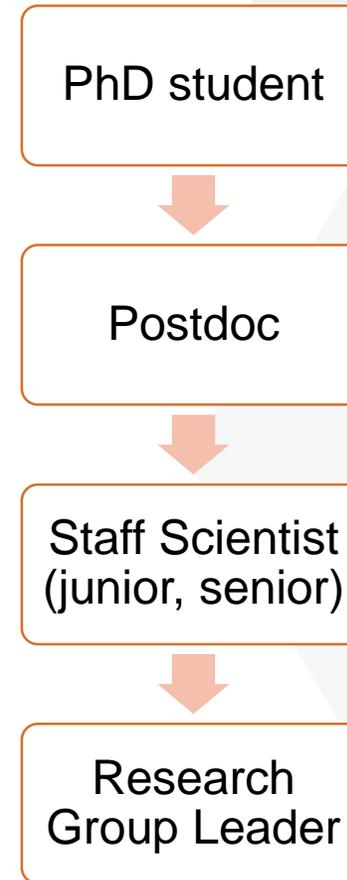
- Measure of MU Rector No. 2/2010 – Career Rules of Masaryk University
- Measure of the CEITEC MU Director No. 9/2018 – **Career System**. This measure regulates:
 - ❖ career advancements, career development and career changes
 - ❖ establishment and extinction of research groups
- Measure of the CEITEC MU Director No. 4/2019 **Job Systemisation** (Regulation of the procedure for setting out number and characteristics of the planned positions and size of the research group)

Scientific X technical career path

Technical positions

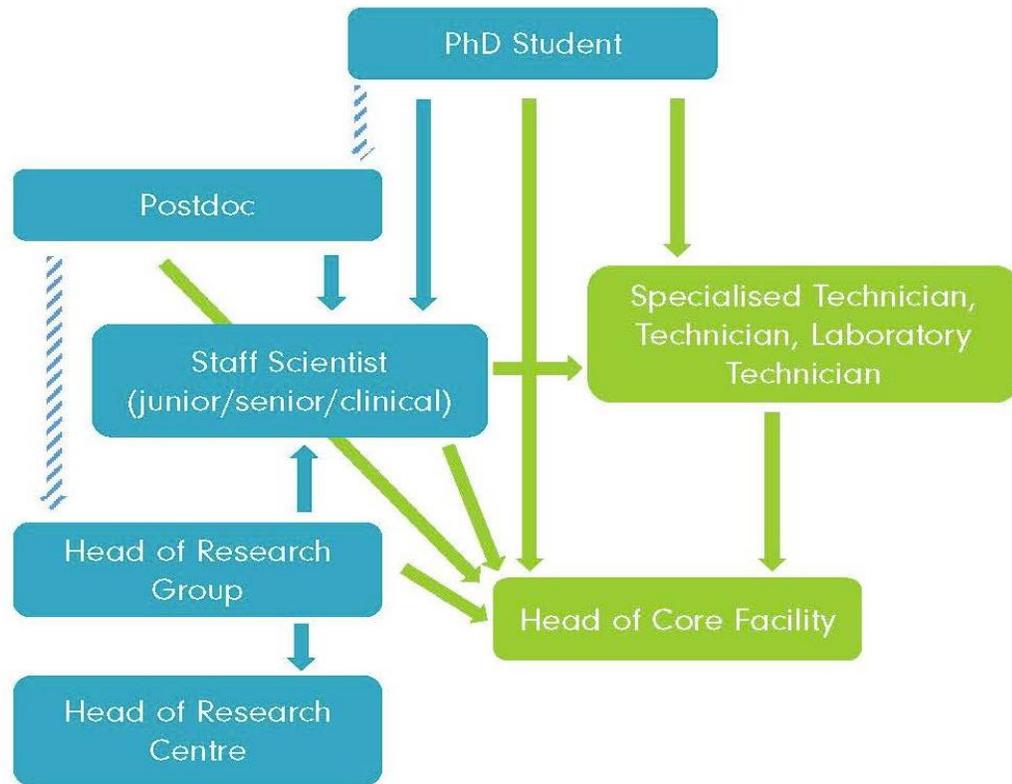


Scientific positions



❖ PhD Students should not be key staff members of CFs

Scientific X technical career scheme



- **Scientific career advancement** is possible only by means of transfer between institutions
- **Scientific career change** takes place also within CEITEC MU
- **Technical career advancement and change** are possible also within CEITEC MU

Technical positions - requirements

Position	Job Description	Type of Employment Relationship	General Minimum Requirements for the Given Position (detailed conditions specified in tender)
Head of Core Facility	<p>Responsible for the strategic and financial management of the given worksite.</p> <p>Creates adequate conditions for the prosperity of the worksite, actively promotes the worksite's interests, including its advertising and promotion. Takes care of career and educational development of employees (incl. PhD students).</p>	<p>Employment agreement concluded <u>typically</u> in a definite time period of 3 years, with a possibility of extension, subject to the current financial situation and the scientific performance of the employee and the overall performance of the worksite.</p> <p>Typically non-academic position.</p>	<p>PhD or similar degree.</p> <p>At least one year stay at another institution as a postdoc intern, or a similar or higher position.</p> <p>English knowledge B2</p>
Specialised Technician	<p>As a member of the research team, participates in the scientific and research activities.</p>	<p>Employment agreement concluded in either an indefinite time period, or in a definite time period (e.g., specific project implementation).</p>	<p>At least college education (Bc., Mgr. degree).</p> <p>English knowledge B2</p>
Technician, Laboratory Technician	<p>Participates in laboratory work, including routine experiments and everyday activities necessary for ensuring laboratory operation.</p>	<p>Employment agreement concluded in either an indefinite time period, or in a definite time period (e.g., specific project implementation).</p>	<p>At least secondary education.</p> <p>English knowledge B1</p>



CF Head X RGL position

CF Head position - technical



Research Group Leader (RGL) – scientific

- CF Head position
- Ensure quality of service

Same level in
organizational
scheme

- RGL – Research Group Leader
- Ensure quality of science

- CF existence independent on CF Head - the technological need is the determining factor = when CF Head leaves, CF does not end

Establishment and
termination of
workplace

- RG existence is tightly connected with RGL = when RGL leaves, whole RG ends

- Typically definite period (3 years) with possible extension. Currently, most of CF Heads on permanent contract.

Permanent
position

- Junior RGL - NO (definite period 4 – 5 years)
- Senior RGL - YES

- Plan to separate CFs from RCs
- Users come from different research centres/areas

Links to Research
Centre (RC)

- Research Group closely related to RC to which they belongs

CEITEC CF specifics

- Each CF have a **separate budget**, which mainly consists of project resources (85%), user fees (10%), and institutional support (5%) – differs per each CF, institutional support goes mainly to newly established CFs (e.g., Bioinformatics)
- In justified cases (mainly necessity to stay in touch with recent scientific development), **CF Head can also be a RGL**:
 - ❖ Proteomics
 - ❖ Biomolecular Interactions and Crystallization
 - ❖ Bioinformatics
- In such cases, the budget, and FTE of staff members needs to be clearly separated!
- For the strategy of CEITEC with outlook to 2028, CFs play an important role as technology drivers
- **Co-authorship rule:** *In case of creative input and/or substantial contribution from the CF staff to the publication, co-authorship should be always discussed between the CF Head and the PI of the project at the beginning of the measurement/service.*
- **Acknowledgment rule:** *All users are required to acknowledge the Core Facility if any data obtained in the Core Facility has been used in the publication.*



CEITEC



@CEITEC_Brno

Thank you for your
attention