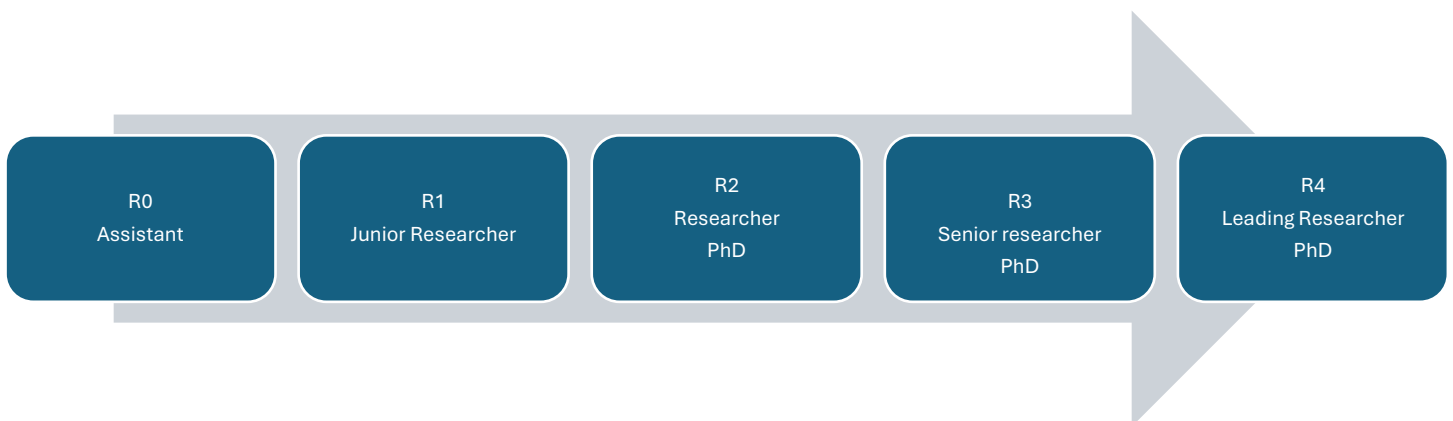


Career model for academic staff

Career model of the Estonian Literary Museum

The Estonian Literary Museum's career model took effect on 1st September 2024. The new structure involves five academic positions: leading researcher, senior researcher, researcher, junior researcher, and assistant.

Public recruitment and headhunting



Career model

In the first stage of the career model (R0), assistants make first steps toward understanding their personal interests and possibilities within the humanities and the career model. Promotion possibility is available at every career stage. A doctoral degree is required from the third stage.

The museum proceeds from the R1-R4 framework of career stages used in the European research area:

- R1 (first stage researcher): junior researcher (doctoral student without a research degree);
- R2 (recognised researcher): researcher;
- R3 (established researcher): senior researcher;
- R4 (leading researcher): leading researcher.

Promotion

The career model includes the possibility of promotion to a higher position without announcing an open competition. This possibility is open for academic staff of the second or third stage, i.e. research fellows can be promoted to the position of senior researchers, and senior researchers to the position of leading researcher. Assistants can be promoted to the position of junior researcher only after the matriculation as doctoral student at the university. Junior researchers can be promoted to the position of researcher only after defending the doctoral thesis at the university.

Employee's compliance with the promotion requirements is assessed by the attestation committee during the regular professional attestation of academic staff at least once within five years, and the employees must apply for the promotion. Upon the proposal of the head of the structural unit and with the agreement of the employee, the attestation may take place earlier.

Requirements for promotion are described below. At first, the attestation committee will assess if the employee meets the requirements established for the position where she/he works. Then, the committee will assess if the employee meets the promotion requirements, which are the same as applying for the higher position by public recruitment, and finally, if the employee will comply with the research group-based additional requirements for promotion.

All the positions can still be filled through public recruitment and headhunting. Candidates will be assessed on the basis of the job description of academic staff and the requirements of the job offer.

Junior research fellows are doctoral students

Only doctoral students can hold the position of junior researcher.