

Profile	Level	Education	Necessary competencies	Desired competencies
<b>First Stage Researcher</b> (up to a doctoral degree (in Polish: doktor))	<b>R1</b>	A professional title of Master of Arts (in Polish: magister) or Master of Science (in Polish: magister inżynier) or equivalent	<ul style="list-style-type: none"> <li>• demonstrates advanced knowledge within the represented scientific discipline;</li> <li>• has the ability to analyze data and conduct research under supervision;</li> <li>• has the ability to critically analyze research results, evaluate and formulate new and complex ideas;</li> <li>• is able to lead a discussion among researchers, explain the results of research (and show their value for the development of the discipline);</li> <li>• has the ambition to develop knowledge and methodology in the discipline represented.</li> </ul>	<ul style="list-style-type: none"> <li>• has the language skills to communicate on specialized topics to a degree that allows active participation in the international scientific community.</li> </ul>
<b>Recognized Researcher</b> (persons with a doctoral degree (in Polish: doktor) who have not yet reached a significant level of scientific independence)	<b>R2</b>	A doctoral degree (in Polish: doktor)	<ul style="list-style-type: none"> <li>• has the competence of a “First Degree Researcher”;</li> <li>• can plan, organize and conduct scientific research;</li> <li>• contributes to the development of the discipline by conducting original research, expanding the scope of knowledge and its application in practice by disseminating results in the form of publications, patents or implementations;</li> <li>• is able to communicate with the scientific community, present the results of his/her research (and show their value for the development of the discipline);</li> <li>• can manage the development of his/her own career, sets realistic and achievable professional goals, develops his/her skills and competencies.</li> </ul>	<ul style="list-style-type: none"> <li>• understands the value of his/her research work in the context of products and services in the economic and public sectors;</li> <li>• is able to communicate with a wider audience within his/her field of expertise;</li> <li>• promotes technological, social or cultural progress in a knowledge-based society;</li> <li>• can be a mentor for “First Stage Researchers”, helping them become more effective in their research.</li> </ul>
<b>Established Researcher</b> (researchers who have achieved	<b>R3</b>	A degree of doctor (in Polish: doktor) or habilitated doctor (in Polish: doktor habilitowany)	<ul style="list-style-type: none"> <li>• has the competence of a “Recognized Researcher”;</li> </ul>	<ul style="list-style-type: none"> <li>• establishes cooperation with research groups;</li> <li>• effectively communicates its research to the scientific community and the public;</li> </ul>

scientific independence)			<ul style="list-style-type: none"> <li>• has an established position in the scientific community based on research excellence in his/her discipline;</li> <li>• contributes to the development of knowledge and scientific research through the ability to cooperate and collaborate;</li> <li>• is able to identify research problems and opportunities, as well as research methods in the represented discipline;</li> <li>• independently conducts scientific research;</li> <li>• is the main author of scientific publications, an organizer of scientific sessions or conferences.</li> </ul>	<ul style="list-style-type: none"> <li>• is innovative in his/her approach to research;</li> <li>• is able to secure research funding by raising funds from funding institutions;</li> </ul>
<b>Leading Researcher</b> (researchers who are leaders in their discipline)	<b>R4</b>	A degree of habilitated doctor (in Polish: doktor habilitowany) or a title of professor (in Polish: profesor)	<ul style="list-style-type: none"> <li>• has the competence of an “Established Researcher”.</li> <li>• has an international reputation based on research excellence in his/her discipline;</li> <li>• makes a significant (groundbreaking) contribution to his/her discipline or scientific field;</li> <li>• publishes scientific papers that are frequently cited by other authors, is a member of the organizing committees of prestigious scientific conferences, is invited to give speeches.</li> </ul>	<ul style="list-style-type: none"> <li>• is an expert in managing and implementing research projects;</li> <li>• can manage a team;</li> <li>• has experience in obtaining research funding through competitions;</li> <li>• can create an innovative and creative environment for scientific research;</li> <li>• acts as a model of professional development for others.</li> </ul>