

ANNEX 1

CAREER LEVELS FOR ACADEMIC POSITIONS AT THE ESTONIAN ACADEMY OF MUSIC AND THEATRE

Career level	Position	Main responsibility; other responsibilities
4	Professor	Teaching, creative work and/or research, management and development activities
3	Senior researcher	Research; teaching and development activities
	Senior lecturer	Teaching; creative work and/or research, development activities
2	Researcher	Research; teaching
	Lecturer	Teaching; creative work and/or research
1	Junior researcher	Creative work and/or research; teaching
	Junior lecturer	Teaching; creative work
	Teacher	teaching

ANNEX 2

PROFESSIONAL REQUIREMENTS FOR ACADEMIC STAFF AT THE ESTONIAN ACADEMY OF MUSIC AND THEATRE

I General provisions

1. The professional requirements of the academic staff of the Academy are based on the Republic of Estonia Higher Education Act, the Standard of Higher Education, and the quality agreements of Estonian universities.
2. The professional requirements for academic staff include requirements for professional competence, qualification (requirements for academic degrees), creative work, research and past teaching work, as well as other criteria to be taken into account in the assessment.
3. Conformity to professional requirements is assessed in the course of a public recruitment procedure before the appointment of regular teaching or research staff by the Rector or upon the evaluation of teaching staff.
4. Some of the requirements vary for research and creative positions. The type of position is decided before the assessment of conformity to the professional requirements by the Academic Committee (in the case of public recruitment procedures) or by the Rector (in the case of appointments).
5. If a member of the teaching staff in a research subject or a member of the research staff does not hold a full-time position, the publication requirements applicable to them are reduced proportionately.

II Professor

1. A professor is an internationally recognised scholar in their field or an internationally recognised creative person who is competent to teach subjects in their speciality on all levels of higher education and, if necessary, to organise studies in these subjects, including doctoral studies. A professor is competent to lead research or creative activities, to lead a research group (in the case of research subjects), and to be responsible for the development of the speciality on a nationwide level.
2. A doctorate or an equivalent qualification is required for staff in research subjects.
3. In creative subjects, a master's degree or an equivalent qualification is required. When assessing an applicant for a position, their having a doctoral degree or an equivalent qualification is taken into account.
4. In research subjects, the applicant for the position must have published at least three papers in the past five years which conform to the requirements of section 1.1 of the Estonian Research Information System (hereinafter ETIS) publication classification or at least five publications that conform to the requirements of sections 1.1, 1.2, 2.1, 3.1 and 3.2 of the ETIS publication classification. For the purposes of assessment, a monograph either published by a recognised international scholarly publishing house or relevant to Estonian national research may be considered the equivalent of three papers. The number of publications may be smaller if their total volume corresponds to the volume of at least one doctoral thesis.
5. In creative subjects, the candidate must demonstrate a high level of creative activity in the field, including, within the past five years, at least three performances of works or appearances as a soloist, ensemble player or conductor at a public concert, or theatrical performances or other

performances of creative work. The said performances or appearances must have taken place abroad or in the framework of an international creative project, or must have received positive international attention. As an exception, this requirement may be waived for a person with at least 25 years of experience in high level creative work in the field and at least 15 years of teaching experience at a higher educational institution, provided that the applicant has other noteworthy achievements in the field on the basis of the criteria listed in sections 8–11 of these professional requirements.

6. The candidate is required to have at least ten years of work experience in research and development or creative work in the field and at least five years of teaching experience at a higher educational institution.

7. In research subjects, at least one doctorate must have been defended in the past five years under the supervision of the applicant for the position, except if the applicant has not previously worked as a professor.

8. In assessing the applicant for the position, the achievements of the university students supervised by the applicant are taken into consideration.

9. In assessing applicants for the position, leadership and development activities are taken into consideration, including activities in professional associations, leading roles in research projects, organising of creative and research events, participation in expert committees and competition juries, etc.

10. In assessing the applicant for the position, international academic mobility is considered, including employment as a visiting member of the teaching or research staff in a foreign university, teaching masterclasses and holding visiting lectures, participation in international conferences, etc.

11. In assessing the applicant for the position, the preparation of textbooks and other teaching aids, sheet music, dictionaries, and other speciality publications is taken into account.

12. Good results in at least two of the areas listed in sections 8 to 11 are required in the past five years.

III Senior lecturer and senior researcher

1. Senior lecturers and senior researchers are recognised experts in their field or recognised creative persons who are competent to teach subjects in their speciality on all levels of higher education and to supervise master's degree students and, if necessary, doctoral students.

2. A doctorate or an equivalent qualification is required for staff in research subjects.

3. In creative subjects, a master's degree or an equivalent qualification is required. When assessing an applicant for a position, their having a doctoral degree or an equivalent qualification is taken into account.

4. In research subjects, the applicant for the position must have published at least two papers in the past five years that conform to the requirements of section 1.1. of the ETIS publication classification or at least three papers that conform to the requirements of sections 1.1, 1.2, 2.1, 3.1 and 3.2 of the ETIS publication classification. For the purposes of assessment, a monograph either published by a recognised international scholarly publishing house or relevant to Estonian national research may be considered the equivalent of three papers. The preparation of a textbook, teaching aid or methodological material and, in pedagogical subjects, development activities of significant importance in the field can also be equated with a scientific publication.

The number of publications may be smaller if their total volume corresponds to the volume of at least two thirds of a doctoral thesis.

5. In creative subjects, the candidate must have demonstrated a high level of creative activity in the speciality, including, within the past five years, at least three performances of works or appearances as a soloist, ensemble player or conductor at a public concert, or theatrical performances or other significant performances of creative work. As an exception, this requirement may be waived for a person with at least 25 years of experience in creative work in the field and at least 15 years of teaching experience at a higher educational institution, provided that the applicant has other noteworthy achievements in the field on the basis of the criteria listed in sections 7–10 of these professional requirements.

6. The candidate is required to have at least five years of work experience in research and development or creative work in the field and at least three years of teaching experience at a higher educational institution.

7. In assessing the applicant for the position, the achievements of the university students supervised by the applicant are taken into consideration.

8. In assessing applicants for the position, leadership and development activities are taken into consideration, including activities in professional associations, leading roles in research projects, organising of creative and research events, participation in expert committees and competition juries, etc.

9. In assessing the applicant for the position, international academic mobility is considered, including employment as a visiting member of the teaching or research staff in a foreign university, teaching master classes and holding visiting lectures, participation in international conferences, etc.

10. In assessing the applicant for the position, the preparation of textbooks and other teaching aids, sheet music, dictionaries, and other speciality publications is taken into account.

11. Good results in at least two of the areas listed in sections 7 to 10 are required in the past five years.

IV Lecturer

1. A lecturer is an expert in their field who is competent to teach subjects in their speciality at the bachelor's and master's degree levels.

2. A doctorate or an equivalent qualification is required for staff in research subjects.

3. In creative subjects, a master's degree or an equivalent qualification is required. When assessing an applicant for a position, their having a doctoral degree or an equivalent qualification is taken into account.

4. The candidate is required to have experience in research and development or creative work in their field.

5. In assessing applicants for the position, research activities, creative activities, development activities in the field, and the success of teaching activities are taken into account. Good results are required in at least two of these areas.

V Researcher

1. A researcher is a member of the research staff who is competent to take part in implementing a research topic or research project and, if necessary, to teach at the bachelor's and master's degree levels.

2. A doctor's degree or an equivalent qualification is required.

3. In assessing the applicant for the position, publications from the past five years are considered. If the person has worked as a researcher for at least five years and wants to continue in the same position, they must have published at least three papers in the past five years that meet the requirements of sections 1.1, 1.2, 2.1, 3.1 and 3.2 of the ETIS publication classification. For the purposes of assessment, a monograph either published by a recognised international scholarly publishing house or relevant to Estonian national research may be considered the equivalent of three papers. The number of publications may be smaller if their total volume corresponds to the volume of at least two thirds of a doctoral thesis.

VI Junior lecturer

1. A junior lecturer is a young specialist in their field who is competent to teach the subjects of their specialty at bachelor's and master's degree levels in cooperation with a professor, senior lecturer, or senior researcher.

2. A master's degree or an equivalent qualification is required.

VII Junior researcher

1. A junior researcher is a doctoral student who participates in research and creative work under the supervision of a professor, senior lecturer, or senior researcher and pursues a doctoral studies curriculum.

2. A master's degree or an equivalent qualification is required.

3. Applicants for the position are assessed on the basis of the admission requirements for doctoral studies.

VIII Teacher

1. A teacher is competent to complete teaching assignments of a practical nature in their speciality at the bachelor's and master's studies levels.

2. A master's degree or an equivalent qualification is required.

3. In assessing applicants for the position, past activity in the speciality and the candidate's suitability for performing the functions of the position are considered.