



Career Model for Teaching and Research Staff

Outline

From version 2.0
10 June 2016

The St. Pölten UAS is committed to the development and advancement of its employees. Within the framework of a career model, the UAS opens up perspectives for career development and higher qualification for this group – which is, after all, the core resource of an expert organisation – by means of establishing standardised and internationally common career positions. In order to achieve this goal, the personnel development unit uses the instrument of a formalised qualification agreement which is concluded with staff members who show promising development potential.

Positions in the career model of the St. Pölten UAS:

- Research Assistant
- Assistant for Teaching and Research
- Junior Researcher
 - Junior Researcher
 - Junior Researcher in the PhD Programme
 - Doctoral Student
- Researcher
- Senior Researcher
- UAS Lecturer, UAS Lecturer for Teaching and Practice
- UAS Professor for a Designated Subject Area

Research Assistants (fixed-term participation in projects) are part of research projects and take over administrative and organisational tasks within the framework of the projects as well. In addition to independent work on smaller research subtasks, they make an important contribution to the internal development of know-how. These assistants can be assigned to the scientific documentation of findings and results.

Assistants for Teaching and Research participate in research projects and take over administrative and organisational tasks within the framework of the projects as well. In addition to working in research, they also independently carry out subtasks in teaching including the preparation and follow-up of lectures, organisational and administrative activities, and maintenance/infrastructure. They make a valuable contribution to the internal development of know-how and can be employed in the scientific documentation of findings and results. It is possible for assistants to specialise in teaching or research.

Junior Researchers, Junior Researchers in the PhD programme, and Doctoral Students are temporary positions which are usually project-related or based on the writing of a doctoral thesis at the St. Pölten UAS. They independently work on subtasks in larger research projects, publish in collaboration with colleagues, participate in major research proposals, and can engage – to a minor extent – in administrative and organisational tasks of the assigned organisational unit as well as in teaching. In addition to these jobs, Junior Researchers in the PhD Programme also work on their doctoral thesis (Doctoral Students do this almost exclusively). It is possible to plan a transition to Researcher.

Researchers focus on applied research. They independently take on tasks in research projects and manage work packages as well as smaller projects. If possible, they actively contribute to the acquisition of projects of their respective organisational unit and gradually establish personal contacts in the scientific and economic environment. They autonomously take on lecturing and publishing activities in their discipline-specific, international environment and can also handle administrative tasks to a minor extent. They lead courses and have the capacity to supervise theses. In case they prove their personal and technical value, they can be promoted to Senior Researcher – if suitable places are available.

Senior Researchers have an appropriate network of contacts in science, research and business at the personal and institutional levels. With their publications and lectures, they are part of the international scientific community and contribute noticeably to the project acquisition of their respective organisational units. Senior Researchers lead major research projects and coordinate the content-related positioning of essential subareas of the organisational unit (e.g. research focus areas, research groups). They take on organisational activities and actively participate in the organisational and strategic further development of their organisational unit. They lead courses and may be awarded the title of “Prof. (FH)” if they fulfil the criteria defined by the UAS Board.

UAS Lecturers and UAS Lecturers for Teaching and Practice have their work focus on teaching. They hold courses, coordinate modules and supervise projects as well as bachelor and master theses. They actively participate in the content-related and methodological refinement of teaching and in the organisational and strategic further development of the organisational unit. They take on organisational and administrative tasks. To a suitable extent, UAS Lecturers also perform research duties, publish and actively contribute to the project acquisition of the organisational unit. UAS Lecturers for Teaching and Practice, on the other hand, are not active in research but share their practical expertise gained in an external activity.

UAS Lecturers may be awarded the title of “Prof. (FH)” if they fulfil the criteria defined by the UAS Board.

UAS Professors for a Designated Subject Area have a strong position in the discipline-specific scientific community with a major international focus and cultivate intensive contacts to the worlds of science, research and business at the personal and institutional levels. They initiate, acquire and manage larger projects in teaching and/or research and publish in collaboration with the group members and their respective subject areas. These subject areas correspond to the content-related and subject-specific focus areas of the study programmes and institutes. UAS Professors for a Designated Subject Area are responsible for the content-related and methodological further development of their designated subject areas within the framework of the conditions defined by the St. Pölten UAS and the assigned organisational unit as well as for the establishment and further development of the team. They lead courses, supervise theses and represent the St. Pölten University for Applied Sciences to the public.