POSITION		TEACHER			LECTURER		PRO	ESSOR	RESE	ARCHER	
POSITION	Instructor (Instruktor)	Teacher (Öpetaje)	Leading Teacher (Vanemõpetaja)	Associate lecturer (Keenlektor)	Lecture (Lektor)	Leading lecturer (Juktiviektor)	Associate professor (Kamprofessor) At least a Documal level degree or equivalent	Professor (Professor)	First stage researcher (Novemteadur)	Researcher (Tendur)	
Education	At least secondary education.	At least higher education in the respective field.	At least higher education in the asspective field.		At least a Master's degree or equivalent qualification.	At least a Master's degree or equivalent qualification.	quantization.	At least a Doctoral level degree or equivalent qualification.	(Noorenteadur) At least admitted to Doctoral enally and learning full-time or part-time	At least a Doctoral level degree or equivalent qualification	
	English: at least B2 CEFR leval.	English: at least B2 CEFR level.	English: at least R2 CEFR level.	English: at least B2 CEFR level.	English, incl. as a language of instruction: at least B2 CEFR level.	English, incl. as a language of instruction: at least B2 CEFR level.	English, incl. as a language of instruction: at least C1 CEFR lovel.	English, incl. as a language of instruction: at least Cl CEFR level.	English, incl. as a language of instruction: at least B2 CEFR level.	English, incl. as a language of instruction: at least B2 CEFR local.	
Professional experience in the field taught (or competence in aviation)	At least 3 years.	-	At least 3 years.	At least 1 year.	At least 5 years.	At least 5 years.	At least 5 years.	At least 5 years.	-	Research experience of at loser 5 years.	
No.	Completed seacher training or training in pedagogy/andragogy in the volume of at least 20 ECTs, or willinguess to complete pedagogical training in the volume of a teast 20 ECTS within 2 academic years (higher obscurious pedagogy, subject diduction pedagogy, subject diduction).	Complemed to achier training or training in polagogy/and/agogy/and/agogy/and/acc defactio: in the volume of at loan 20 EETs, or williagness on complete polagogical training in the volume of an exact 20 EETS within 2 academic years (higher education polagogy, andragogy, subject didactics).	Completed teacher reasing or reasing in pedagogy and agogy subject detection in the volume of at least 20 ECES.	Completed pedagogical training in the volume of at least CELTS (higher education pedagogy, and/ongoy), or willingues to complete it within 1 actualistic year after conclusions. Pedagogical stock experience of at least 1 year.	Completed gedagogical training in the volume of at least 6 RCES (ligher checation polagogicalization) growth of disciscion. Pedagogical work experience of at least 3 years.	Completed pedagogical training in the volume of at least 15 ICTS (higher education pedagogicallogogicallogogicallogogicallogogicallogogicallogogicallogogicallogogicallogogical work experience of at least 5 years.	Complesed pedagogical training (higher education pedagogical deposits of training (higher education) in the submen of a last 700 EUES, or stillageness to compless it within 2 academic years after mortainesses. Pedagogical work superismos at the level of Eugenesia State of the	Completed pedagogical training in the volume of a least 20 ECES (higher education pedagog), andragogy), or ellifigues to scondago in which 2 darkagogy), or ellifigues to scondago in which 2 Tanding experience at the least of higher education of at least 10 years. Experience in supervising at the Masser' and Doctoral least whith the last 55 years. At least 4 publications in an international peer-	Completed pedagogical training (higher education pudagogyumbayagog midyar education) in the complete pedagogical training (higher education completes pedagogical training (higher education pedagogy, androggo, onlyer education in the volume of at least 10 RCIN whitin 2 academic years after recraimment.	Completed podagogical training (higher education podagogy) undergogy) under diductics; in the volume of at least 10 DCCR, or milliagues to complete podagogical training in the volume of 10 ECR within 2 academic years (higher education podagogy, andragogy, subject diductics.)	
Research, development and creative activity		-	-	Experience of participating in applied rose such or devalopment projects.	Experience of participating in applied research or development perjects. At least 2 published articles within the last 3 passe in a post-oriented international journal (category 3.3 and higher).	Experience of successful application for financing applied research or development projects (incl.). International, and apprehense of leading a projects or (incl.). At least 2 published articles within the law 3 academic years a pore-reviewed international journal (category 3.1 and higher).		At least 4 publications in an international per- tensional journal (category 3.1 and highest) while the bust 3 years. Experience of international professional are conjugation. Experience of executeful application for financing a project or applied research, and handing nacconfide purchased projects, such an international projects of the projects, and a handing nacconfide profession projects, such as handing are search to one (incl. international).		As least 3 publications in an international previous of journal (category 3.1 and higher) within the last 5 years.	
TEACHING AND TEACHING DEVELOPMENT ACTIVITY							No. Mr. combana con delicare	Do Marian			
Contact learning	60 + 60 contact house per audició: your Differentiag festerior, erobering contente and procinci tracining encoince audicional contente audicionale			204-15; search terms per calcular year. Delivering between, coloring seasons and percised sessing sessions using modes earlier and reduction for the coloring seasons and percised sessing sessions using modes earlier and reductions of the coloring seasons and reductions of the coloring sessions and reductions of the coloring sessions and reduction of the coloring sessions and reductions of the coloring sessions and reductions and reductions of the coloring sessions and reductions and reductions of the coloring sessions are coloring sessions and reductions and reductions are coloring sessions and reductions are coloring sessions and reductions and reductions are coloring sessions and reductions are coloring sessions and reductions and reductions are coloring sessions are coloring ses			200-250 contact hours per academic year. Delivering lectures, conducting seminars and practical straining seminars paractical straining seminars and practical straining sessions using modes and sechedarily node, lack. In continsing selection programment and in a funding league space. Administrating actum and practiful evaluations. Challenges of the seminary of the seminary of all the seminary of the seminary of the seminary of above 2.83.	120-300 contact hours per academic year. Delibering lectures and conducting sensiture, purched arisating securious using modern methods and seclacid tools, incl. is containing education of the containing of the containing of the color programmes and in foreign language. Administrating extens and pure fail ordunations. Conducting sealing in compliance with quilde an accessing positive learner feedback (average of allows 23).	80–130 contact heurs per academic year. Delbording loctures, conducting seminars and practical training sentiates using modern methods and technical mode, incl. is continuing education programment and in a footige language. Administrating crams and pass that evaluations. Conducting use thing in compliance with sydah and excitating positive learner feedback (pressure of above 2.83).	60-100 counct hours per academic year. Delivering lectures and conducting centures. Delivering lectures and conducting centures. Particle straining sections using modelm methods and technical tools, such in continuing education and technical tools, such in continuing education programment and a foreign language. Administrating centures and part fail evaluationes. Conducting technique on complicates with cylinds and groups and the failure of the continuing technique complicates with cylinds and above 3.9.	
Supervising practical training	Supervising practical mining using modern methods and technical tools. Conducting teaching in compliance with splitable and motiving positive learner feedback.			Supervising practical training using modern method feedback.	s and technical tools. Conducting teaching in comp	Eance with syllabi and receiving positive learner			-		
Supervising students' research papers and consulting	Providing consultations on at least 1 graduation thesis in an academic year.	Providing consultations on and/or super-	rising at least 1 graduation thesis in an academic	Providing consultations on and/or supervising at least 2-3 graduation theses in an academic year.	Providing consultations on and/or supervising at least 3-4 graduation theses in an academic year.	Providing consultations on audior expensions at least 3-6 graduation thesis in an academic year.	Providing consultations on and/or supervising at le	art 4-5 graduation theses in an academic year.	Providing consultations on and/or supervising at le	set 3-4 graduation thoses in an academic year.	
consulting	possition there is an academic year.							At least 3 each year, submitting another conforming to receivements within the deafline (**-1			
Reviewing students' research papers	-	. At least 1 each year, submitting a review conforming to requirements within the deadline.		At least 3 such academic year, submitting a review conforming to requirements within the deadline (incl. graduation and Manter's thoses conside the EAVA, in partner universities).		At least 3 each academic year, submitting a review conforming to requirements within the deadline finel, graduation and Maure's these sound do the EAVA, in partner unlevel ties).		At least 3 each year, submitting a review conforming to requirements within the dealline (incl. graduation and Manner's these controls the EAVA, in partner higher education institutions). Participation in the defence of mediates' research papers as a member of the defence committee or leading the committee as a Chair.			
Work in defence committees	-			Participation in the defence of students' research pe	pers as a member of the defence committee or lea	fing the committee as a Chair.	Participation in the defence of students' research leading the committee as a Chair.	rapen as a member of the defence committee or	r men spation in the detence of students' research leading the committee as a Chair.	apus as a member of the defence committee or	
Teaching development and related activities											
Preparing for studies and assessment	Planning studies in due course and preparing tasks to be performed by learners independently. Marking assignments in compiliance with assessment criteria and giving feedback in due course.	soment criteria and giving feedback is due course. ne course.			When responsible for diversing up a syllabor, propering it as required and in due course. Pleasing tracking in due course and propering under to be performed by learners independently.			What responsible for densing up a Shlabu, proposing it as required and in the convex. Planning washing to the course and proposing under to be performed by leastern independently. Murtang management incompliance with necessaries content and going foreflowly in the content.		What suppossible for drawing up a cylinker, properlig is a required and in the convex. Planning tracking in the convex adjust partial texts to be performed by harmen takepositating. Marking assignments in compliance with assessment or first tead griding freshback to the convex.	
Preparing study materials and aids, incl. e-materials	Making propared study materials and/or a into account the norms of academic othic	ide available for learners in the format an ex in the preparation of study materials.	d environment established by the Academy. Taking	Miking proposed study materials and/or side available for learners in the foreast and continuous established by the Academy. Taking into account the accross of academic othics in the proposation of study materials.			Making proposed endy numerials and/or side available for learners in the format and oneleonment semblehed by the Academy. Taking into account the numes of academic othics in the proparation of easily numerials.		Miking propored enaly numerials and/or aids available for learners in the former and coniconment established by the Academy. Taking into account the norms of academic ethics in the proparation of enaly materials.		
Choosing educational literature, developing study laboratories	ikling suggestions for obtaining observational Discreture and/or materials; that facilitate efficient studies.			Militing outgreations for obtaining schemical linearuse and/or materials that facilitate officient studies.			Song massesses. Denoting that educational lineature and/or manefuls in the respective field are up-to-dots.		Miking suggestions for obtaining educational Incurases and/or materials that facilitate efficient studies.		
Organising practical training	Propering and organising learners' practi- practical training, sharing information wi	ral training, incl. concluding practical training to the supervisor at the practical training b	ining agreements, observing the purposefulness of how in accordance with the rules for practical	Propering and organising learners' practical training sharing information with the supervisor at the practi	incl. concluding practical training agreements, ob	surving the purposefulness of practical training,			-	-	
training	valing.						Perforation in decimina and developing a community transfer frames.				
Teaching development and methodology	Participation is designing and diveloping e-courses project learning. Ensuring the appropriateness of chosen teaching methods.			Participation in designing and developing a-courses	project learning. Ensuring the appropriateness of c		Participation in designing and developing e-courses/project learning. Ensuring the appropriateness of chosen teaching methods.		Participation in designing and developing a-courses/project learning. Ensuring the appropriateness of chosen teaching methods.		
Developing curricula	Auricipation is developing curricula audice of libit.			Participation in developing curricula and/or option in developing curricula and/or syllabi. Participation in developing curricula and/or syllabi and/or leading the development activities.			Participation is developing curricula and/or syllabi and/or loading the-development activities.		Participation in developing carricula and/or cyllabl.		
RINEARCH, DEVELOPMENT AND CREATIVE ACTIVITY											
E Publication of research and development results			-	Disseminating the results of related resident compressions of conferences schemidic politication and conferences schemidic politication which means at least 1 of the followings; as article to 3.4 or highest political unitarity particle by publication in one's field, ophision article, posting or publication in one's field, ophision article, posting or	th and development is publications, fromms and as parent, terbooks, product the deparent, etc. as peer contend international journal (congrey seat, and 1 of the following popular science oxid media.	Executionizing the results of a station valuate version than divologuest in publications, forms and as presentation at conference: vicinities publications, passes, nutritions, possible publications, passes, nutritions, to the results of the publication of the results of the first results of execution that the development width a calculative jurn, which tensors are least 1 of the filtering an article into pose-reviewed published unknown jurchous over passes, and at least 2 of the followings propiate vicinous micks in our 'field, opinious article, possing on social models.	Downstrating the results of artistion-related measure has diversing use in publication, format and a prosumation of conference without the conference without the conference without the conference without the conference of the co	Economisating the results of entation-related measurks and development in publications, formed and prosentations or conferences: existing publications, passes, unablended, product and prosentations, passes, unablended, product and an extra state of the publications, passes, unablended, product an extra state and advolvagement through pupilisal communitations and contractual work. At least of development (conseptive state), a least least the address of the passes of the publication on one neutrino of resustants and development (conseptive state), as the highest conference or westimat within an academic year, an attack and the passes of the	Executability the results of a platform bland towards and the long-unit is galled incident means and and present a galled incident and as presentation at conformation of publications, pursue, not though posterior development, our. Disconnicating the results of development, our. Disconnicating the results of development, our. Disconnicating the results of development, or Disconnication of the results on the results of means that development (article on the results of means that the constitution of the present that the present that the present that the present that the present that the results of the present that the present that	Dissuminating the treath of printing-valued, research and for Origina of the Conference of the Confere	
Cooperation and development projects	Participation is cooperation and develop	zion and development projects.		Participation in cooperation and development projects. Participation in cooperation and development projects. Participation in cooperation and development projects, incl. project nanogement.		Participation in cooperation and development proj	acts, incl. project management.	Participation in cooperation and development proj	icts, incl. project management.		
Funds for research and development	-			Participation in building up a material base for research and development and/or applying for funds to functor projects.		Participation in building up a material base (e.g., a laborancy) for research and development and/or applying for inude to finance projects. One application for funding (if funds have not been applied for and received for research and development the same year).	Organization of Publishing up a metrical base for resourch and disvelopments. One application for funding the control of the c		Participation in bailding up a material base (e.g., a laboratory) for research and development and/or applying for funds to finance projects.	Participation in beliffing up a material base (e.g., a laboratory) for measurch and development audior applying for funds to finance projects. One application for funding of funds have not been applied for and neceived for research the same your). Participating in the work of academic and administrative bodies and commitment controls the	
Work in administrative and expert bodies				Participating in the work of academic and administra on the Academy.	rive bodies and committees outside the Academy,	and providing expertise which has a positive impact	Participating in the work of academic and administ and providing expertise which has a positive impac-	naive bodies and committees outside the Academy, t on the Academy.	-	Participating is the work of academic and administrative bodies and committees outside the Academy, and providing expertise which has a positive impact on the Academy.	
Reviewing scientific articles	-	-	-	-	Reviewing scientific articles	Reviewing scientific articles	Reviewing scientific articles		Residualing scientific articles		
Scientific and specialist conferences	-	-	-		At least I presentation at a conference or sominar in an academic year.	At least 1 scientific presentation at an international conference or sominar. Participation in the work of an organising committee of a scientific and specialist conference once in 3 some	At least I participation in an international scientific scientific and/or specialist conference within 3 ye	c conference in an academic year. Organising I	At least 1 scientific presentation at a conference of	seminer is an academic year.	
DEVELOPMENT OF THE ORGANISATION				Participation in the admission of learners as a member of the committee. Participation in drawing up admission procedures and designing exams for the admission process.							
Leading a structural unit	-	-			Performing duties related to leading an academic	rractural unit, incl. budgeting.	Performing duties related to leading an academic	aructural unit, incl. budgeting.			
Popularisation of speciality	Promoting the speciality and conducting	Promoting the speciality and/or conducting and/or conducting and/or conducting and designing speciality und/or conducting and designing speciality and/or conducting and designing speciality and/or conducting and designing speciality and/or conducting a speciality and conducting and conductin		Huming the popularization of the specialty, presenting the specialty and/or designing specialist workshops or supervising research papers of pupils studying at parent education is shook.			Planning the popularisation of the speciality, promoting the speciality and/or leading the design and conduct of speciality workshops.		Planning the popularization of the speciality, permeting the speciality and/or designing specialist workshops or supervising research papers of papils. Participation as a member in committees, decision-making bodies and working research.		
Work in committees, decision-making bodies and working groups	Participating as a member in committees	terticipating as a member in committees, decision-making bodies and working groups.		Participating as a member in commitmen, decision-making bodies and working groups.			Participating as a member in committees, decision-making bodies and working groups.				
Developing new generations of academic staff/mentoring	Connecling and supporting a new generation of academic staff.	Counselling and supporting a new generation of academic staff.	Counselling and supporting a new generation of academic staff.	Connelling and supporting a new generation of academic staff.	Course ling and supporting a new generation of ac	adenic staff.	Ensuring a new generation of academic staff in on			Connelling and supporting a new generation of academic staff, especially in the field of ossearch and development.	
Admission of learners	Participation is the admission of learner	s as a member of the committee.		Participation in the admission of learners as a ment admission process.	ser of the committee. Participation in drawing up a	finission procedures and designing exams for the	Participation in the admission of learners as a men admission procedures and designing exams for the	sher of the committee. Participation in drawing up admission process.	-	-	
PROPENSIONAL DEVELOPMENT											
Improving preferoional competence	Developing professional skills and co	upenencus. Participating in at least 1 scie year. Trainteeships and job shadow	ntific and/or specialist conference in an academic ing.	Developing skills and knowledge required especially skills and competences. Participating in at least 1 so	for traching, but also for development activities, i sentific and/or specialist conference in an academi	incl. digital competence. Developing professional cyear. Traineeships and job shadening.	Deutoping skills and knowledge required for teac competence. Developing professional knowledge conferences at least veice an academic year. Train	hing and for development activities, incl. digital and skills. Participating in scientific and specialist reships and job shadowing.	Dowloping skills and knowledge required especial incl. digital compensace. Participating in scientifia academic year.	ly for development activities, but also for teaching, and specialist conferences at least twice in an	
Participation in	-	Participation in an activity rolated to a mobility programme once in 7 academic years.			yamme twice in 3 academic years.		Participation in an activity related to a mobility pe		Participation in an activity rolated to a mobility pr		
Development of teaching skills	Participation in a system of poor observation of warding. Developing skills and invaridge growth or special property superally of the warding but also for development ancides, text, depict compensace. Completing parlanging law statings in the videous of 20 EUTS digiter education perhaps of the property of the propert	Participation in a system of poor observations of teaching. Doubsping didls and lavorholge required for stucking, inc. digital competence. Completing pologogical resisting in the values of 30 IEEE (higher obscattors) polagogy-undripage/undrient districts; within 2 years with recomment if this has not been completed before secretiment.	Participation in a system of part absorption of under participation in a through proping for tax bing, but digital compensate.	Participation is a system of poet observation of stacking frest-to-looking diffs and invest-dogs maying first sching. London proposed as a simple of the sching of the sching of the sching of the sching of a loss of ETES lighter charicals pulpaging and as loss of ETES lighter charicals pulpaging and as long of ETES lighter charicals pulpaging and as long on the sching of the sch	Participation is a system of pure observations of masking Developing dath and Introducing audienced for the charge date of digital competence, and the competence of the section of the se	Panti-lipping in a system of part observation of teaching Developing data and laurabage empired for tracking, incl. digital compenses.	Participation is a spattern of part observation of branking Extendeping skills and horostodys majorated for searching, lext digital compenses. Completing pudagatical training higher advancius pedagaty and andropsy) in the volume of a loss of 20 ECTs while 3 years when secretiment if this has not been completed before recreatment.	Participation in a system of poor observation of maching Dowlphing skills and knowledge regimes for eaching incl. depuls compenses, Completing for eaching incl. depuls compenses, Completing and analysis of the state of the compenses of the state of the compenses of the state of the compenses of the law on the complete of the first monthly and the complete of the first monthly compenses of the first m	d Participation in a system of poor observation of usa-thing. Developing with and harseholp suspired for maching, and digital compenses.	Participation in systems of poor observation of teaching Developing skills and knowledge required for waching, last, digital composition.	
	Amora 1 to the Estation Astellar Astellar Robet for Englayment of Astellard Employees. Approved by Comedi modellard of 17 has 2022 instance No. 1										