

**INSTITUTE FOR TOURISM**  
**Vrhovec 5, 10000 Zagreb**

**REGULATIONS ON ADDITIONAL CRITERIA FOR APPOINTMENT  
AND RE-ELECTION TO SCIENTIFIC POSITIONS**

**Zagreb, July 2026**

Pursuant to Article 34, paragraph 3 of the Act on Higher Education and Scientific Activity (Official Gazette No. 119/22) and Article 35 of the Statutes of the Institute for Tourism, the Management Board of the Institute for Tourism, at its 3rd session held on 2 July 2026, adopted the following:

## **REGULATIONS ON ADDITIONAL CRITERIA FOR APPOINTMENT AND RE-ELECTION TO SCIENTIFIC POSITIONS**

### **I. GENERAL PROVISIONS**

#### **Article 1**

(1) These Regulations on Additional Criteria for Appointment and Re-election to Scientific Positions (hereinafter: the *Regulations*) lay down additional criteria for appointment and re-election to scientific positions at the Institute for Tourism (hereinafter: the *Institute*).

(2) Terms used in these Regulations in the masculine gender shall be considered gender-neutral and shall apply equally to persons of all genders.

### **II. PROCEDURE FOR APPOINTMENT TO SCIENTIFIC POSITIONS**

#### **Article 2**

The procedure for appointment to scientific positions shall be governed by the Act on Higher Education and Scientific Activity (hereinafter: the *Act*) and the Statutes of the Institute.

### **III. ADDITIONAL CRITERIA FOR APPOINTMENT TO SCIENTIFIC POSITIONS**

#### **Article 3**

(1) Additional criteria for appointment to scientific positions comprise publications and activities forming part of the candidate's overall scientific work and professional activities, as follows:

**(A) Additional criteria for the scientific position of Research Associate**  
(at least 2 of the following 7 criteria must be met):

- publication of scientific articles in foreign journals indexed in the Thomson Reuters Citation Index (Current Contents) or Web of Science (WoS), or publication of a book chapter or an authored book by a foreign publisher of comparable quality,
- participation in at least one scientific research project,
- presentation at at least one international scientific conference,
- professional development or research training at foreign universities or scientific institutions for a period of at least one month,

- membership of the editorial board of a scientific journal or editorship of a scientific book,
- teaching in higher education or participation in a scientific research project jointly led by the Institute, or jointly by the Institute and another scientific institution and
- supervision, co-supervision, or membership of a committee for undergraduate theses, final theses, postgraduate specialist theses, or scientific master's theses.

**(B) Additional criteria for the scientific position of Senior Research Associate**  
*(at least 2 of the following 10 criteria must be met):*

- publication of scientific articles in foreign journals indexed in the Thomson Reuters Citation Index (Current Contents) or Web of Science (WoS), or publication of a book chapter or an authored book by a foreign publisher of comparable quality,
- professional development or research training at foreign universities or scientific institutions for a period of at least three months, either continuously or in separate periods,
- delivery of lectures at domestic or foreign universities or scientific institutions, or collaboration with foreign universities or scientific institutions,
- supervision or co-supervision of research assistants or senior research assistants,
- participation in committees for the defence of theses or dissertations leading to the award of academic or scientific degrees,
- membership of, or election to, governing or other bodies of leading domestic or foreign institutions,
- peer review of scientific papers for domestic journals and publishers,
- appointment to teaching and research positions at universities,
- participation in at least one scientific research project and
- management of at least 5, or participation in at least 10, commercial projects.

**(C) Additional criteria for the scientific position of Research Advisor**  
*(at least 2 of the following 9 criteria must be met):*

- publication of scientific articles in foreign journals indexed in the Thomson Reuters Citation Index (Current Contents) or Web of Science (WoS), or publication of a book chapter or an authored book by a foreign publisher of comparable quality,
- participation in the organization of an international scientific conference,
- holding at least one senior leadership position in scientific institutions (director, deputy director, acting director, president or deputy president of a scientific council, or equivalent) or scientific associations,
- receipt of at least one scientific award or distinction for scientific work conferred by a recognized domestic or foreign scientific or higher education institution, or election to membership of the bodies of leading domestic or foreign institutions,
- participation in committees, working bodies, or working groups of significance to the Institute and the Republic of Croatia,
- peer review of scientific papers for foreign journals or publishers,
- participation in at least one scientific research project,

- participation in more than 20 commercial studies and projects and
- possession of certificates, accreditations, licences, or authorizations of significance for the Institute's commercial projects.

**(D) Additional criteria for the scientific position of Research Advisor with permanent appointment**

*(at least 2 of the following 9 criteria must be met):*

- publication of scientific articles in foreign journals indexed in the Thomson Reuters Citation Index (Current Contents) or Web of Science (WoS), or publication of a book chapter or an authored book by a foreign publisher of comparable quality,
- holding at least one senior leadership position in domestic or international scientific institutions or associations,
- membership of the editorial board or editorial advisory board of at least one domestic or foreign scientific journal or book series,
- peer review of domestic and foreign scientific research projects or higher education programmes,
- a stay at foreign universities or scientific institutions as a visiting lecturer or researcher for a total period of at least one year,
- participation in at least one scientific research project,
- leadership of at least one scientific research project,
- organization and implementation of at least one domestic and/or international scientific exhibition accompanied by a peer-reviewed catalogue, or presentation of a scientific research project in the capacity of project leader and
- leadership of more than 30 commercial studies and projects.

#### **IV. PROCEDURE FOR RE-ELECTION TO SCIENTIFIC POSITIONS**

##### **Article 4**

The procedure for re-election to scientific positions shall be governed by the Act on Higher Education and Scientific Activity (hereinafter: the Act) and the Statutes of the Institute.

#### **V. ADDITIONAL CRITERIA FOR RE-ELECTION TO SCIENTIFIC POSITIONS**

##### **Article 5**

The additional criteria for re-election to scientific positions shall amount to one half of the criteria prescribed in Article 3 of these Regulations.

#### **VI. TRANSITIONAL AND FINAL PROVISIONS**

##### **Article 6**

(1) On the date these Regulations enter into force, the Regulations on Additional Conditions for Appointment to Scientific Positions of 9 October 2018 shall cease to apply.

(2) The additional criteria for appointment to scientific positions shall enter into force on the date these Regulations enter into force.

(3) The additional criteria for re-election to scientific positions shall enter into force 60 months after the date these Regulations enter into force.

(4) These Regulations shall enter into force on the eighth day following their publication on the Institute's notice board and on the Institute's website.

**Reference No.: 371/2026**

**Zagreb, 2 July 2026**

**President of the Scientific Council**

**Goran Kos, PhD**