	RULES OF PROCEDURE on the work of postdoctoral researchers	P. 1 of 2 Guarantors: Director of the Division of Science and Innovation Approved by the University Council 7 November 2024 Case number: HI24020049
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1. Introduction and objective

1.1 The objective of these rules of procedure is to define a framework for the work of postdoctoral researchers and recruitment criteria, for the purposes of improving their working conditions.

2. Definition of the title of postdoctoral researcher

2.1 Postdoctoral researcher is a professional title at the University of Iceland. Postdoctoral researchers are employed on temporary research contracts. The position is intended to provide them with further training and experience following doctoral studies, equipping them for a career in academia.

2.2 Post-doctoral researchers may generally be hired no later than seven years after completing a doctoral degree, although time spent on sick leave or maternity/paternity and parental leave is taken into account. UI may also take into consideration rules set by grant providers, as applicable.

2.3 Funding must be guaranteed for the full period of employment before the employment contract for a postdoctoral researcher at UI can be finalised.


2.4 A postdoctoral researcher is generally hired to work 80 to 100% FTE for a minimum of one year. In exceptional circumstances, with the approval of the relevant school, a postdoctoral researcher may be hired at a lower FTE, though not lower than 50%.

2.5 A postdoctoral researcher must not be employed in an academic position or as an adjunct lecturer 1 at UI. Postdoctoral researchers may carry out teaching duties or other work at the University totalling up to 20% of their duties.

3. Salary

3.1 The salary of a postdoctoral researcher is in accordance with the institutional contract between UI and the relevant trade union.

3.2 Postdoctoral researchers have the right to receive an annual bonus from the Postdoctoral Researcher Productivity Evaluation Fund, in accordance with the fund's rules.

	RULES OF PROCEDURE on the work of postdoctoral researchers	P. 2 of 2 Guarantors: Director of the Division of Science and Innovation Approved by the University Council 7 November 2024 Case number: HI24020049
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4. Collaborating partners

- 4.1 Postdoctoral researchers must have one or more formal collaborating partners who are members of academic staff at the University.
- 4.2 The role of a formal partner is to act as the postdoctoral researcher’s contact with the relevant faculty or institute, to be their mentor, and to ensure they receive appropriate training.
- 4.3 UI offers education and training for postdoctoral researchers during their period of employment, e.g. on scientific ethics, innovation and start-up companies, scientific writing, and how to apply to competitive research funds (grant proposal writing). This is organised by the Graduate School.
- 4.4 Postdoctoral researchers have the right to attend staff meetings at research institutes, in accordance with regulations on research institutes at UI. Faculties may determine, in accordance with paragraph 3, Article 17 of the Regulation for the University of Iceland no. 569/2009, whether postdoctoral researchers have the right to attend faculty meetings and whether they have the right to vote.

5. Entry into force

These rules of procedure shall enter into force on 1 January 2025.