

Code:	SR/16/2026	
Ref. No.:	UTB/26/027790	
Type of document:	INTERNAL	
Category:	RECTOR'S DIRECTIVE	
Title:	Support for Senior Lecturers, Associate Professors and Professors, Doctoral Students and Postdoctoral Researchers at TBU under the "Creativity, Intelligence & Talent for the Zlín Region II" Programme	
Liability:	Tomas Bata University in Zlín	
Issue date:	21 April 2026	
Effective from:	21 April 2026	
Issued by:	Rector	
Prepared by:	Vice-Rector for Research, Development and Creative Activities	
In cooperation with:	Bursar, Legal Services, Finance Office	
Pages:	5	
Appendices:	1	
Distribution list:	TBU employees, TBU students	
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Article 1

Programme objectives

The Creativity, Intelligence & Talent for the Zlín Region Programme (hereinafter referred to as "CIT II") builds on the Creativity, Intelligence & Talent for the Zlín Region Programme (hereinafter referred to as "CIT"), implemented in 2024 and 2025 through cooperation between Tomas Bata University in Zlín (hereinafter referred to as "TBU") and the Zlín Regional Authority (hereinafter also referred to as the "Grant Provider").

The main objective of the CIT II Programme is to strengthen the competitiveness of the region by developing and stabilising high-quality human capital through support for doctoral students (hereinafter referred to as "PhD students") and TBU academic and research staff.

The objective of the Programme is pursued through the following specific objectives:

Objective 1: Support for the development of human resources at TBU in research, development, innovation and the arts (hereinafter referred to as "R&D and creative activities"). The support is focused on the following selected areas of R&D and creative activities:

- a) Health Sciences and Biomedicine, particularly FORD 3.3. Health Science, 3.4. Medical Biotechnology, 2.6. Medical Engineering);
- b) Computer Science and Artificial Intelligence (hereinafter referred to as "AI", particularly FORD 1.2. Computer and Information Science);
- c) Advanced Materials (particularly FORD 2.5 Materials Engineering; 1.3 Physical Sciences; 1.4. Chemical Sciences; 2.3 Mechanical Engineering; 2.2 Electrical, Electronic and Information Engineering);
- d) Creative Industries, particularly design (including FORD 6.4. Arts, 5.2. Economics and Business; 5.4. Sociology);
- e) Economics, focusing on the socio-economic aspects of the areas defined in Letters (a) to (d) of this paragraph, as well as the transformation of companies towards sustainability, digital technologies and AI; the circular economy in relation to advanced materials; and the circular economy and AI in healthcare, particularly FORD 5.2 Economics and Business and 5.4 Sociology.

Objective 2: Support for human resources aimed at developing an environment conducive to the establishment and implementation of degree programmes of strategic importance to the Zlín Region, particularly in the fields of education 6 – Electrical Engineering and 36 – Healthcare Programmes, including

the development of creative activities in these areas.

Article 2

Programme instruments

Objective 1 is pursued through the following instruments:

Instrument 1.1: Continued support for postdoctoral researchers supported under the CIT programme and support for their transition to positions as Senior Lecturers and Associate Professors.

Instrument 1.2: Support for postdoctoral researchers whose employment at TBU commenced on or after 1 January 2026 and PhD students. Instrument 1.2 is primarily focused on supporting postdoctoral researchers and, only in justified cases, PhD students.

Objective 2 is pursued through the following instruments:

Instrument 2.1: Support for postdoctoral researchers and academic and research staff whose employment at TBU commenced on or after 1 January 2026.

Instrument 2.2: Support for PhD students studying in healthcare fields and facilitating their transition to positions as Senior Lecturers.

Article 3

General conditions

- 1) Under Objective 1, support may be provided to:
 - a) Postdoctoral researchers, meaning academic or research staff employed by TBU with a maximum of eight years of research experience from the date of award of a doctoral degree (Ph.D. or equivalent), whereby years of experience outside the field of research and career breaks are not included in this limit. Applications shall be submitted under Instrument 1.1 or 1.2. Under Instrument 1.2, support may be provided to postdoctoral researchers whose employment at TBU commenced on or after 1 January 2026.
 - b) PhD students enrolled in degree programmes delivered at TBU in full-time mode of study. Applications shall be submitted under Instrument 1.2.
- 2) Under Objective 2, support may be provided to:
 - a) Postdoctoral researchers and academic and research staff. Applications shall be submitted under Instrument 2.1. Support may be provided to postdoctoral researchers and academic and research staff whose employment at TBU commenced on or after 1 January 2026.
 - b) PhD students enrolled in healthcare, medical and related degree programmes in full-time or part-time mode of study who are also employed by TBU. Applications shall be submitted under Instrument 2.2.
- 3) The provision of support is not an entitlement and is subject to the availability of financial resources, fulfilment of the conditions set by the Grant Provider, and a decision by the Rector of TBU.
- 4) The supported academic or research staff member must be employed by TBU on a full-time basis, i.e. with a workload of 1.0, throughout the period of implementation of the support. The agreed commencement date of employment must not be later than the date on which the postdoctoral researcher's support under this Directive commences.
- 5) This Directive shall apply upon its entry into force for the duration of the programmes financed by the Zlín Regional Authority, including the related financial settlement period.
- 6) Support shall be provided exclusively ex post, i.e. in the form of reimbursement of actually incurred, demonstrable and eligible costs.
- 7) No legal entitlement to reimbursement shall arise, even if the costs have been incurred in accordance with this Directive.

Article 4

Selection of supported persons

- 1) The Rector of TBU decides on the selection of supported persons based on the recommendation of a selection committee established by the Rector (hereinafter referred to as the “Committee”). The Vice-Rector for R&D and Creative Activities shall serve as Chairperson of the Committee.
- 2) The selection of supported persons under this Directive does not replace a selection procedure for filling a position.
- 3) At the request of a TBU component part, the Committee may, prior to the announcement of a selection procedure, issue a preliminary opinion on the eligibility of a planned position for support under the programme. The opinion shall relate to the profile of the position (area of specialisation, qualification requirements and assignment to the programme instruments).
- 4) Proposals for the provision of support shall be submitted by the TBU component parts to which the applicant is organisationally affiliated in terms of employment or study, using the form attached to this Directive as Annex 1.
- 5) The Committee is an advisory body to the Rector. The Rector is not bound by the Committee’s recommendation.
- 6) The Committee shall assess proposals irrespective of the TBU component part to which the applicant is organisationally affiliated in terms of employment or study and shall assess them in particular with regard to:
 - a) The principle of fulfilment of the programme objectives – assessment of whether the applicant’s support will demonstrably contribute to achieving the programme objectives and is in line with the programme instruments.
 - b) The principle of continuity and follow-up – ensuring a smooth continuation of the use of results achieved under the previous CIT programme, particularly in the case of Instrument 1.1.
 - c) The “Brain Gain” principle (attracting talent) – supporting the arrival and integration of new, highly qualified experts at TBU.
 - d) The “Retention” principle (retaining talent) – assessment of the prospects for the long-term employment and professional stability of talented individuals at TBU.
 - e) The principle of excellence – emphasis on the quality, originality and international competitiveness of the applicant’s R&D and creative activities and of the workplace at which they work.
 - f) The principle of regional relevance – a direct link between the project results and the development needs of the Zlín Region, particularly in its strategic areas.
 - g) The principle of proportionality and cost-effectiveness – assessment of the economy, efficiency and effective use of budgetary resources in the context of the planned activities.
 - h) Availability of financial resources.
- 7) Meetings of the Committee shall be convened and chaired by the Chairperson.

Article 5

Eligible costs

- 1) The eligible costs of support for PhD students are personnel costs paid in the form of scholarships. Scholarships shall be financed from the following sources:
 - a) 70% of the scholarship amount from the grant provided by the Zlín Regional Authority, whereby a scholarship of up to CZK 19,000 per month may be paid from this source for one PhD student. The relevant part of the scholarship shall be paid from the grant source PU10.
 - b) 30% of the scholarship amount from the scholarship fund of the respective TBU component part, or from the contribution provided to TBU by the Ministry of Education, Youth and Sports, or from Specific University Research funds. The relevant part of the scholarship shall be paid from the work unit of the component part at which the PhD student is enrolled.The allocation under Paragraph 1) Letter a) and b) shall apply to each individual scholarship paid.
- 2) The eligible costs of support for academic and research staff are personnel costs. For the purposes of this support, personnel costs shall mean basic salary, personal performance bonus of up to 50% of

the basic salary, salary compensation, and social security and health insurance contributions, employer's liability insurance, and, in exceptional duly justified cases, also bonuses. Personnel costs shall be financed from the following sources:

- a) 70% of the personnel costs from the grant provided by the Zlín Regional Authority. The relevant part of the personnel costs shall be paid from the grant source PU 10.
- b) 30% of the personnel costs from the funds of the respective component part. The relevant part of the personnel costs under this subparagraph shall be paid from the work unit of the component part where the staff member is employed as a member of its permanent staff.

The allocation under Paragraph 2) Letter a) and b) shall apply to each individual personnel cost paid.

- 3) Documents evidencing the use of the grant must be visibly marked with the words "Dotace ZK" (Grant provided by the Zlín Regional Authority).
- 4) All project documentation, including the project accounting records, must be archived for a period of 10 years from the date of termination of the project implementation period.

Article 6

Implementation of support and changes during the implementation of support

- 1) Applicants and the relevant TBU component parts shall be informed of the Rector's decision through the relevant Rectorate's office.
- 2) Support is generally granted until the end of the relevant calendar year. The TBU component part shall submit a report on the achievement of the programme objectives by each supported person by 1 February and 1 August of the relevant year. Based on these reports, the Rector shall decide whether to continue or discontinue the support for the following calendar year.
- 3) The support shall be implemented through the relevant TBU component part.
- 4) The TBU component part shall be responsible for the substantive, temporal and personnel eligibility of the costs claimed, their compliance with the conditions of the Grant Provider, and the maintenance of separate records of the costs.
- 5) The TBU Rectorate shall be responsible for the economic and formal verification of reimbursement claims. The Vice-Rector for R&D and Creative Activities shall be entitled to inspect the use of the support provided at any time.
- 6) If the Grant Provider or a supervisory authority determines that any of the expenditure claimed is ineligible, the TBU component part that claimed such expenditure shall bear full financial responsibility for it, irrespective of the fact that the support was approved.
- 7) The Rector may decide to suspend or terminate the support.
- 8) If the support provided to any supported person is terminated, the relevant TBU component part shall promptly inform the Office of the Vice-Rector for R&D and Creative Activities and request that the support be transferred to another applicant for support.
- 9) Supported persons shall be obliged to provide the necessary cooperation in ensuring publicity for the Grant Provider.

Article 7

Final provisions

- 1) This Directive repeals and replaces Rector's Directive No. SR/24/2025.

Annex:

Annex 1 Application for Support under the CIT II Programme

Document version			
Date	Version	Changed	Description of change
21 April 2026	01	Vice-Rector for R&D and Creative Activities	Creation of document

This English version of the internal regulation, including its Annex, is provided for informational purposes only and is not legally binding. It may not fully correspond to the Czech version of the document.