

Overview of Researchers Profiles

- **Researcher (R1)**

The R1 Researcher profile is for individuals, including doctoral candidates, who conduct research under supervision. They possess the necessary academic qualifications (Master's degree or equivalent) and can perform required data management and analytical tasks with guidance. R1 researchers demonstrate a good understanding of their field, are capable of critical analysis, and exhibit strong language, communication, and interpersonal skills. Additionally, they show an aptitude for learning new approaches, can present research outcomes to colleagues, and share and demonstrate IIASA core values.

- **Research Scholar (R2)**

The R2 Researcher profile is designed for Doctorate (PhD) holders, or individuals with equivalent qualifications and experience, who conduct independent research. In addition to the R1 criteria, R2 researchers demonstrate a systematic understanding and mastery of their research field, show initiative in producing high-quality research, and articulate a clear research vision aligned with IIASA priorities. They are capable of conceiving, designing, and implementing research projects and have a track record of coherent, high-quality national or international refereed publications. R2 researchers understand the value of their work in the context of current global challenges and are adept at explaining their research outcomes to the broader community and live up to IIASA Core Values. Desirable traits include collaboration and networking skills, taking ownership of their career progression, participating in training and capacity building, producing policy briefs, and understanding or engaging in external fundraising.

- **Senior Research Scholar (R3)**

The R3 Researcher profile is for individuals who have achieved a strong international reputation and recognition for their research excellence. Building on all R2 criteria, R3 researchers demonstrate independent research capabilities, identifying path-breaking research problems that significantly advance the frontiers of knowledge within IIASA focus areas. They develop and apply innovative research methodologies, lead collaborative projects with credible science project management experience, and have a strong publication profile in leading journals as lead author, or relevant experience supported by a competitive citation record. Furthermore, R3 researchers exhibit significant external grant-raising competencies (including self-initiated proposals), demonstrate team-building skills, effectively communicate their research to wider society, are committed to their own professional development, act as mentors to others (including PhD supervision), and enable the broader societal and policy implications of their work while promoting IIASA Core Values.

- **Principal Research Scholar (R4)**

The R4 Researcher profile is reserved for individuals recognized as international leaders in their research area or field. Beyond fulfilling all R3 criteria, R4 researchers possess an exceptional international reputation based on research excellence, demonstrating critical judgment in identifying and executing key research activities. They make substantial contributions and breakthroughs within their field or across multiple areas and develop strategic visions for the future of research fields. R4 researchers actively promote and contribute to the delivery of the IIASA Strategy and Research Plans, publish and present influential papers and books, serve on conference committees, and deliver invited talks (prestigious roundtable or panel discussions, keynote speaker, etc.). They are expert managers and leaders of research projects, highly skilled at nurturing and developing other researchers, and have a proven track record in securing significant funding and managing research budgets. As excellent communicators and networkers, they serve as professional development and IIASA Core Values role models. Desirably, they focus on long-term planning, including succession planning, and can create innovative, creative, and nurturing research environments.

Detailed descriptors for each researcher profile, including key criteria and examples of evidence, are provided in the internal document Framework.