

**Criteria concerning the scientific achievements of candidates applying for employment
for scientific positions
at the Institute of Plant Genetics, Polish Academy of Sciences in Poznan**

**Section I.
Employment as a full professor**

1. To be employed as a full professor, the person must hold the scientific title of professor.
2. An applicant for employment as a full professor should:
 - a) have scientific achievements expressed in original scientific papers published in journals from the Journal Citation Reports (JCR) database with a total Impact Factor (IF) of at least 25.0;
 - b) be the first or corresponding author in at least 15 papers published in the JRC journals;
 - c) have a number of citations (without self-citations) - at least 150 and the Hirsch index - at least 8;
 - d) be the PI of at least three completed or ongoing research projects or tasks / work packages in projects implemented by national scientific-industrial consortia or international consortia.
3. The evaluation will also take into account other forms of scientific activity, including: patents and patent applications, active national and international scientific cooperation, publication of books and monographs, organization and active participation in conferences, workshops and scientific seminars, teaching and outreach activities .

**Section II.
Employment as an associate professor**

1. To be employed as an associate professor, the person must already have a postdoctoral (habilitation) degree or equivalent scientific title.
2. An applicant for employment as a associate professor should:
 - a) have scientific achievements expressed in original scientific papers published in journals from the Journal Citation Reports (JCR) database with a total Impact Factor (IF) of at least 15,0;
 - b) be the first or corresponding author in at least 10 papers published in the JRC journals;
 - c) have a number of citations (without self-citations) - at least 100 and the Hirsch index - at least 6;
 - d) be a supervisor or an auxullary superivisor in at least one completed PhD procedure;
 - e) be the PI of at least one completed or ongoing research projects or tasks / work packages in projects implemented by national scientific-industrial consortia or international consortia.
3. The evaluation will also take into account other forms of scientific activity, including: patents and patent applications, active national and international scientific cooperation, publication of books and monographs, organization and active participation in conferences, workshops and scientific seminars, teaching and outreach activities .

Section III.
Employment as a visiting professor

1. To be employed as a visiting professor, the person must:
 - 1) be on a free leave from another scientific unit referred to in art.2 point 9 of the Act of 30 April 2010 on the principles of financing science, and hold a postdoctoral degree or scientific title or
 - 2) permanently reside abroad and possess at least a doctoral degree.
2. An applicant for employment as a visiting professor should:
 - a) have scientific achievements expressed in original scientific papers published in journals from the Journal Citation Reports (JCR) database with a total Impact Factor (IF) of at least 15,0;
 - b) be the first or corresponding author in at least 10 papers published in the JRC journals;
 - c) have a number of citations (without self-citations) - at least 100 and the Hirsch index - at least 6;
 - d) be the PI of at least one completed or ongoing research projects or tasks / work packages in projects implemented by national scientific-industrial consortia or international consortia.
3. The evaluation will also take into account other forms of scientific activity, including: patents and patent applications, active national and international scientific cooperation, publication of books and monographs, organization and active participation in conferences, workshops and scientific seminars, teaching and outreach activities .

Section IV.
Employment as an adjunct

1. To be employed as an adjunct, the person must hold at least a doctoral degree.
2. An applicant for employment as an adjunct should
 - a) be the author or co-author of at least three original research papers published in the JRC journals with a total Impact Factor at least 3,0;
 - b) do a scientific internship at a foreign or national center or provide documentation showing the planned internship during the first year of employment (minimum 3 months);
 - c) demonstrate a good command of English.
3. The evaluation will also take into account other forms of scientific activity, including: national and international scientific cooperation, participation in research projects, active participation in conferences, workshops and scientific seminars.

Section V.
Employment as an assistant

1. To be employed as an assistant, the person must hold at least a master degree or an equivalent degree.
2. An applicant for employment as an assistant should:
 - a) have a university degree with a grade no lower than good;
 - b) demonstrate good command of English.
3. During assessment candidate's scientific activity will also be taken into account.