

Regulations for conducting competitions and employing on the basis of research at the Institute of Plant Genetics of the Polish Academy of Sciences

1. Regulations for conducting competitions and employing for scientific positions at the Institute of Plant Genetics of the Polish Academy of Sciences (hereinafter referred to as the "Regulations") have been prepared on the basis of the following legal acts:
 - 1) Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Laws 2010, No. 96, item 619, as amended);
 - 2) Statute of the Institute of Plant Genetics of the Polish Academy of Sciences.
2. The Regulations also take into account the principles included in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (European Commission Recommendation No. 2005/251 / EC of March 11, 2005).

Preamble

1. At choice of candidates, the Institute of Plant Genetics of the Polish Academy of Sciences, hereinafter referred to as the Institute, is guided by the principles contained in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.
2. The Institute believes that excellence in scientific research, scientific independence and mobility are the main indicators that should be followed when selecting candidates.
3. The Institute values experience gained by candidates in other scientific disciplines and in other sectors of the economy.
4. The Institute assesses the scientific achievements resulting from the effective number of years of work in science.
5. At the assessment and choice of the candidate the Institute prefers the scholarship of the candidate to the reputation of his superiors and research institutions, in which he was an academic.

§ 1.

Provisions of Regulations determine the way and a course of action at employing researchers on following posts:

- 1) Professor;
- 2) Professor at IPG PAS;
- 3) Postdoc;
- 4) Assistant.

§ 2.

1. Only a person who holds the title of professor can be employed as a professor.
2. One can employ at the position of professor at IPG PAS a person who has at least a postdoctoral degree, and in the case of a permanent resident abroad - at least a doctoral degree and the scientific achievements listed in Annex 1, chapter II in point 2.
3. One can employ at the position of a Postdoc a person who has at least a doctoral degree.

4. One can employ at the position of an Assistant a person with at least a master's degree or equivalent.
5. When employing in the position referred to in sections 1-3 of this paragraph, a foreigner or a Polish citizen who obtained a degree or title in science abroad, may depart from the requirements specified in sections 1-3 of this paragraph.
6. When employing in the position referred to in section 4 of this paragraph, a foreigner or a Polish citizen who has obtained at least a professional title abroad may be waived from the requirements specified in section 4 of this paragraph.

§ 3.

Persons applying for employment in specific scientific positions at the Institute should meet the criteria for scientific achievements established by the Scientific Council, which are contained in Annex 1 to these Regulations..

§ 4.

1. The employment of a researcher is preceded by a competition, subject to section 2 of this paragraph.
2. Competition proceedings are not carried out in the following cases:
 - 1) promotion of the Institute's researcher, related to obtaining subsequent academic degrees and academic title;
 - 2) fixed-duration employment of a researcher:
 - a) directed to work on the basis of a contract concluded with a foreign scientific institution,
 - b) for the period of the lifetime of the project covering scientific research or development works, financed under the competition procedure from funds for higher education and science or funds from the budget of the European Union, from non-reimbursable funds from aid granted by the Member States of the European Free Trade Agreement (EFTA) or from other funds from non-returnable foreign sources;
 - b) in the same position, if the previous employment contract was concluded for not less than three years.
3. Recruitment of a researcher financed in the competition mode from funds for science or funds from the European Union or other entities granting the grant may take place according to different rules from those set out in these Regulations, if the financing institution requires a different mode of conducting the competition or a different procedure results from other documents related to this source of financing.

§ 5.

1. Initiation of a competition for a scientific position at the Institute may occur at the request of the head of department or project leader addressed to the director of the Institute or on the initiative of the director.
2. The application to initiate the competition for a scientific position should be in accordance with the Order No. 18/2019 of the Director of the Institute of Plant Genetics of the Polish Academy of Sciences of November 8, 2019 regarding the procedure for seeking candidates for scientific positions at the Institute.
3. The decision to announce a competition for a scientific position at the Institute and the composition of the selection board is made by the director.
4. The competition announcement should contain, in particular, the following information:

- 1) organizational unit of the Institute (department, team) in which the person selected in the course of the competition would be employed along with an indication of the position;
- 2) research, a project in which the candidate would participate;
- 3) requirements for candidates in the field of education, academic degree or title, discipline and specialization;
- 4) list of documents that the candidate should attach to the competition application;
- 5) criteria for assessing candidates;
- 6) the deadline for submitting competition documents and the deadline for adjudicating the competition;
- 7) planned employment period at the Institute;
- 8) the amount of remuneration and the source of financing the employee's remuneration;
- 9) personal data protection.

§ 6.

The competition announcement is made public on the entity website in the Public Information Bulletin (BIP) of the minister competent for higher education and science, on the European Commission's website on the European portal for mobile researchers intended for publication of job offers of researchers, on the website and the Institute's BIP website or websites of other entities indicated by the director of the Institute.

§ 7.

1. The competition procedure for the position of professor and professor at IPG PAS is conducted by the Committee for the Development of the Scientific Staff of the IPG PAS Scientific Council, subject to the provisions of section. 4 paragraph 3 of these Regulations and section 2 of this paragraph.
2. The initial evaluation of candidates for the position of professor and professor at IPG PAS is carried out by a competition committee appointed by the director of the Institute.
3. The competition commission referred to in section 2 of this paragraph consists of at least five independent employees, which they include as permanent members:
 - a) deputy director for scientific affairs - chairperson of the commission,
 - b) head of the department in which the candidate is to be employed (not applicable to employment for the newly created department),
 - c) a member of the commission for scientific staff development of the IPG PAS Scientific Council indicated by the director, who is also an independent researcher of the Institute,
 - d) other independent academic staff appointed by the director.
4. The competition committee referred to in section 2 of this paragraph draws up a report from the course of the competition procedure, containing a description of the procedure and ranking list with justification.
5. The chairman of the competition committee referred to in section 2 of this paragraph shall immediately notify the Chairman of the Scientific Staff Development Committee of the IPG PAS Scientific Council about the completion of the initial assessment of candidates and forward the protocol along with the competition documentation.
6. The competition committee shall immediately inform any candidate not selected to participate in the subsequent procedure of the lack of acceptance of his application, giving the reason. Competition results are sent by e-mail, individually to each candidate.

7. The Scientific Staff Development Committee of the IPG PAS Scientific Council conducts interviews with the candidates recommended by the selection board referred to in section 2 of this paragraph, makes the final assessment and selection of the candidate. The committee shall draw up a report on the activities carried out.
8. The Scientific Staff Development Committee of the IPG PAS Scientific Council indicates the selected candidate. The chairperson of the committee or his deputy presents the scientific characteristics of the candidate at the nearest Scientific Council. Members of the Institute's Scientific Council express their opinion by adopting a resolution on the candidate's recommendation.
9. The decision to employ a candidate is made by the director of the Institute.
10. The director announces the result of the competition on the Institute's website. Candidates receive information on the results of the selection and the director's decision together with the reasons.

§ 8.

1. The competition procedure for the post of assistant professor or assistant is carried out by a competition committee appointed by the director of the Institute.
2. The competition committee, referred to in section 1 of this paragraph consists of at least three independent employees of the Institute, which includes:
 - 1) deputy director for scientific affairs or another independent researcher appointed by him,
 - 2) the head of the department in which the candidate is to be employed,
 - 3) project leader or research team, which will include the candidate,
 - 4) other persons appointed by the director of the Institute.
3. The chairperson of the competition committee referred to in section 1 of this paragraph is each time the project leader or research team, which will include the candidate selected by way of competition.
4. The chairperson of the competition committee invites selected candidates for an interview.
5. The interview is conducted at the Institute or via an instant messenger.
6. The committee assesses candidates on the basis of submitted documents and an interview.
7. The competition committee shall immediately inform candidates not selected on the ranking list of the reasons for their failure to accept their application, while notifying the strengths and weaknesses of the applications submitted. Competition results are sent by e-mail, individually to each candidate.
8. The assessment of a candidate from the ranking list is made on the basis of the scientific achievements, other scientific and research activity of the candidate. The candidate should meet the requirements described in **Annex 1** to these Regulations.

9. The competition committee referred to in par. 1 of this paragraph, after conducting the competition procedure, presents the director of the Institute with a candidate or candidates for employment, presenting a report on the conducted competition procedure along with the protocol containing the ranking list of candidates.
10. The competition committee shall immediately inform each unselected candidate from the ranking list and give the reasons for this decision.
11. The final results of the competition are sent by e-mail, individually to each candidate.
12. The decision to employ a candidate is made by the director of the Institute.
13. The director announces the result of the competition on the Institute's website and BIP website and notifies the candidates from the ranking list about the results of the competition procedure with justification as in point 7. In each notification, the committee gives the reason for the decision taken.
14. The results of the competition are sent by e-mail, individually to each candidate, with a request to confirm receipt of the information. In the absence of confirmation within a week after the first notification, the information is repeated electronically.
15. At the next meeting of the Institute's Scientific Council, the chairperson of the committee presents the scientific biography of the candidate.
16. In case when the candidate indicated by the competition committee referred to in section 1 of this paragraph shall resign from employment, the director selects another candidate from the ranking list and the previously selected candidate receives notification about resignation from his candidacy.

§ 9.

In the absence of applications or if none of the candidates submitted in the competition procedure receives a positive opinion of the selection board or director, a new competition for the same scientific position is announced. The new competition may be announced on a different financial and substantive basis.

§ 10.

1. Assessment of the scientific achievements of the Institute's scientific staff employed by promotion, related to the achievement of subsequent scientific degrees, is made at the request of the Institute's director, the Scientific Staff Development Committee of the IPG PAS Scientific Council and submitted to the Council for its opinion.
2. The decision to employ a candidate is made by the director of the Institute.

§ 11.

Regulations for conducting competitions and employing for scientific positions at the Institute of Plant Genetics of the Polish Academy of Sciences in Poznań adopted by the Scientific Council on February 27, 2018 (Resolution of the Scientific Council of 2018 No. 6 / XII / 2018) are repealed.

§ 12.

The Regulations enter into force on the day of their adoption by the Scientific Council of the Institute of Plant Genetics of the Polish Academy of Sciences.

Secretary of the Council

Chairwoman of the Scientific Council

Dr. Justyna Lalak-Kańczugowska

Prof. Zofia Szweykowska-Kulińska

to the Regulations of conducting competitions and employing for scientific positions at the Institute of Plant Genetics PAS (Resolution of the Scientific Council of the IGR PAS No. 14 / IV / 2019 of December 13, 2019)

Criteria regarding the scientific achievements of candidates applying for employment for scientific positions at the Institute of Plant Genetics of the Polish Academy of Sciences in Poznań

Chapter I.

Employment as a professor

1. A person who holds the title of professor is employed as a professor as part of promotion.
2. A candidate applying for employment as a professor in a competition should:
 - a) have the title of professor;
 - b) have scientific achievements expressed in original scientific papers published in journals contained in the Journal Citation Reports (JCR) database with a total value of Impact Factor (IF) of at least 25.0;
 - c) be the first or correspondent author, at least in 15 papers published in journals included in the JCR database;
 - d) have a number of citations (without auto-citations) - at least 150 and a Hirsch index - at least 8;
 - e) be a promoter in at least one completed doctoral dissertation;
 - f) be the leader of at least three completed or ongoing research projects or research tasks / packages in projects implemented by national scientific and 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, didactic and popularizing activities.

Chapter II.

Employment as a professor of IPG PAS

1. As a professor of IPG PAS, one can employ a person who has a postdoctoral degree or the title of professor, and in the case of a permanent resident abroad - at least a doctoral degree and the scientific achievements listed in this Annex and chapter, in point 2.
2. A candidate applying for employment as a professor of IPG PAS in a competition should:
 - a) have scientific achievements expressed in original scientific papers published in journals contained in the Journal Citation Reports (JCR) database with a total value of Impact Factor (IF) of at least 15,0;
 - b) be the first or correspondent author, at least in 10 papers published in journals included in the JCR database;
 - c) have a number of citations (without auto-citations) - at least 100 and a Hirsch index - at least 6;
 - d) be a promoter in at least one completed doctoral dissertation or an auxiliary promoter in at least two completed doctoral dissertation;
 - e) be the leader of at least one completed or ongoing research project or research task / package in projects implemented by national scientific and industrial consortia or international consortia.
 - f) the application of a candidate with a doctoral degree, after an initial opinion by the Scientific Staff Development Committee, should be evaluated by three reviewers, including at least two from outside the institution in which the candidate is employed and from outside the Scientific Council of this institution. After receiving positive reviews of the application, the IPG PAS Scientific Staff Development Committee formulates an appropriate application to the Council.
4. 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, didactic and popularizing activities.

Chapter III.

Employment as a Postdoc

1. Only a person with at least a doctoral degree can be employed on a position of a Postdoc.
2. A candidate applying for employment as a Postdoc in a competition should:
 - a) be the author or co-author of at least three original scientific papers published in journals included in the JCR database with an aggregate value of the IF impact factor of at least 3.0; be the first or correspondent author in at least one work;
 - b) take at least a 3-month scientific internship in a foreign centre, or present documentation showing a planned foreign or domestic internship;
 - c) present documents / certificates confirming good knowledge 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.

Chapter IV.

Employment as an Assistant

1. Only a person with at least a master degree or equivalent can be employed on a position of an assistant.
2. A candidate applying for employment as an assistant in a competition should:
 - a) have a second degree diploma with a grade not lower than good or equivalent (percentage or descriptive);
 - b) present documents / certificates confirming good knowledge of English.
3. The candidate's scientific activity will also be taken into account in the assessment.