



## **REGULATIONS FOR ACADEMIC POSITIONS COMPETITIONS AT THE INSTITUTE OF MATHEMATICS OF THE POLISH ACADEMY OF SCIENCES**

### **Preamble**

The Institute of Mathematics of the Polish Academy of Sciences follows the European Charter for Researchers, the Code of Conduct for the Recruitment of Researchers, and the principles of OTM-R (Open, Transparent, and Merit-based Recruitment) when selecting candidates for its positions. The selection process considers scientific excellence, independence, academic achievements, mobility, and previous experience in other scientific disciplines.

### **§ 1.**

1. The "Regulations for Competitions for Scientific Positions", which are also known as "the Regulations", have been created in accordance with Article 91(5) of the Polish Academy of Sciences Act dated April 30, 2010 (Journal of Laws of 2020, item 1796) and the Scientific Council of the IM PAN Regulations.
2. These Regulations outline the guidelines for conducting open competitions for positions at the Institute, which include professor, IM PAN professor, assistant professor, and assistant.

### **§ 2.**

1. The Director of the Institute announces the competition.
2. The announcement for the competition will be made public by publishing its terms and conditions through the following channels:
  - a. in the Public Information Bulletin of the minister responsible for science;
  - b. on the European Commission's website, on the European portal for mobile scientists, dedicated to publishing job offers for scientists (as of the entry into force of the Regulations: Euraxess portal);
  - c. on the Institute's website.
3. The announcement of the competition should take place no later than two months prior to the deadline for document submission. However, in exceptional and duly justified cases, the competition may be announced with a one-month deadline for document submission.
4. Information regarding the competition should include:
  - a. requirements for the candidates;
  - b. expected date and period of employment;
  - c. list of required documents;
  - d. call deadline;

- e. results publication deadline
  - f. paragraph in the following wording: "We encourage to apply all qualified candidates, regardless of their gender, race or ethnic origin, religion or worldview, disability, age, or sexual orientation."
5. The provisions of § 2 (2) a, b do not apply in the case of a competition for assistant positions for PhD students at the Institute.

### **§ 3.**

1. The Scientific Council's Committee for Employment and Assessment of Scientific Activity of Employees shall conduct the competition procedure.
2. In the case of a competition for a position that is funded externally, the Director of the Institute may appoint another committee in consultation with the project manager.
3. For competitions for assistant positions for PhD students at the Institute, the Director of the Institute appoints a committee in agreement with the Head of the PhD studies.
4. The Committee seeks the opinion of the Head of the Department where the candidate would be employed and may also request opinions from reviewers outside the Institute who specialize in the relevant field.
5. The Committee prepares a recommendation and a ranking list of candidates participating in the competition, in accordance with the principles outlined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. This recommendation is then presented to the Director of the Institute.

### **§ 4.**

1. The Director makes employment decisions based on a positive recommendation of the Committee and the Scientific Council.
2. Candidates are notified in writing about the competition results, and the final list of individuals employed within the competition will be posted (from January 20, 2018) on the IM PAN website under the "completed competitions" section.
3. In the event of a violation of the competition procedure outlined in the Regulations, a candidate may file an appeal with the Director of the Institute within 7 days of receiving notification of the competition results. The Director's decision is final.

### **§ 5.**

1. Should the Committee fail to recommend any candidate or should no application be received within a specified timeframe, the Director of the Institute has the right to decide not to fill in the position or to announce a new competition.
2. Should any circumstances arise that prevent filling the position described in the call, the Director of the Institute may cancel the competition.

## **§ 6.**

1. The principles outlined in the Regulations do not apply to fixed-term employees:
  - a. directed to work based on an agreement with a foreign scientific institution;
  - b. employed for the duration of a project financed under a call for proposals from the resources allocated to science or financial resources of the EU, or other grant-awarding entities;
  - c. seeking an extension of employment on the same position, provided their last period of employment was not shorter than 3 years.
2. In particularly justified cases, the Director of the Institute may derogate from these Regulations, and decide to employ a scientific employee for a period not exceeding 6 months.

## **§ 7.**

1. The Regulations are available on the Institute's website.
2. The consolidated text of the Regulations was adopted by the resolution of the Scientific Council of the Institute of Mathematics of the Polish Academy of Sciences No. 1/X12I on November 17, 2021.