



HR EXCELLENCE IN RESEARCH

RULES OF THE COMPETITIONS FOR RESEARCH POSITIONS AT THE INSTITUTE OF MATHEMATICS OF THE POLISH ACADEMY OF SCIENCES

Preamble

In the selection of candidates, the Institute of Mathematics of the Polish Academy of Sciences, hereinafter referred to as “the Institute”, is guided by the rules contained in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, as well as by the OTM-R rules (Open, Transparent and Merit Based Recruitment). The candidates’ excellence in conducting research, scientific independence, scientific achievements, mobility, as well as experience gained in other scientific disciplines are taken into account.

Paragraph 1

1. Rules of the competitions for research positions were developed based on Article 91 (5) of the Act on the Polish Academy of Sciences of 30 April 2010 (Dz. U. [Journal of Laws], 2017, item 1869) and on the Scientific Council of IM PAN Regulations.
2. The present Rules set forth the principles for the conduct of open calls which precede the employment at the Institute on the positions of full professor, associate professor, visiting professor, assistant professor (*adiunkt*), and assistant.

Paragraph 2

1. The competition shall be announced by the Director of the Institute.
2. The announcement of the competition takes place when its conditions are published:
 - a. in the Public Information Bulletin of the minister competent for science;
 - b. on the European Commission portal for mobile researchers intended for publishing job offers for researchers (on the day of entry into force of these Rules: Euraxess portal);
 - c. on the webpage of the Institute.
3. The competition announcement should include:
 - a. requirements for candidates;
 - b. foreseen date and period of employment;
 - c. list of required documents;
 - d. call deadline;
 - e. deadline for publishing results.
4. The regulations envisaged in Paragraph 2, section 2.a,b shall not be applied in the case of competition for assistants announced among the PhD students at the Institute.

Paragraph 3

1. The competition shall be conducted by the Scientific Council’s Committee for Employment and Assessment of Scientific Activities of the Employees.
2. In the case of competition for a position financed by external funds, the Director of the Institute may appoint another committee in agreement with the project manager.
3. In the case of competition for positions of assistants for the PhD students at the Institute, the Director of the Institute appoints a committee in agreement with the Head of the PhD studies.

4. In compliance with the rules contained in the European Charter for Researchers, there should be adequate gender representation, to the extent possible, within the competition committees.
5. The Committee consults the Head of a Department or Laboratory in which the candidate would be employed, and can ask specialists in the candidate's research field for their opinion.
6. Guided by the rules contained in the "European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers", the Committee prepares a recommendation and a ranking list, and presents it to the Director of the Institute.

Paragraph 4

1. Based on the recommendation prepared by the competition Committee, the Director of the Institute takes a decision to employ a candidate at the Institute of Mathematics of the Polish Academy of Sciences following a favourable opinion from the Scientific Council.
2. Candidates are informed in writing of the competition results, and the final list of candidates employed within a competition shall be published (starting from 2018) on the webpage of IM PAN in the "closed competitions" tab.

Paragraph 5

1. Should none of the candidates be recommended by the Committee or should no application be submitted within specified timeframe, the Director of the Institute may decide not to fill in the post or to announce a new competition.
2. Should any circumstances that prevent to fill in the position described in the call arise, the Director of the Institute may cancel the competition.

Paragraph 6

1. The principles set forth in these Rules need not be applied in the case of an employee with a fixed-time contract when:
 - a. he or she was directed to work based on an agreement concluded with a foreign scientific institution;
 - b. he or she is employed for the duration of a project financed following a competitive procedure from the resources allocated to science or financial resources of the EU, or other grant awarding entities;
 - c. he or she seeks extension of employment on the same position, provided the last period of employment was not shorter than 3 years.
2. In exceptional cases, the Director of the Institute may derogate from these Rules and decide to employ a researcher for a period not longer than 6 months.

Paragraph 7

1. The present Rules are available on the webpage of the Institute.
2. The Rules were adopted during the IM PAN Scientific Council's meeting held on 25 January 2018.