

Poznań, April 1, 2025

Announcement No. 1/KJ/2025

Annex No. 1 to the Regulations for Conducting Competitions for Scientific Positions at the Institute of Human Genetics of the Polish Academy of Sciences in Poznań

## **Announcement of a Competition for the Position of Head of the Department of Molecular and Clinical Genetics at the Institute of Human Genetics, PAS**

Candidates who meet the requirements specified in the Act of April 30, 2010, on the Polish Academy of Sciences (Journal of Laws of 2020, item 1796, as amended) and in the Regulations for Conducting Competitions for Scientific Positions at the Institute of Human Genetics of the Polish Academy of Sciences in Poznań may apply for the competition.

The Institute of Human Genetics of the Polish Academy of Sciences in Poznań is one of Poland's leading research centers, focusing on understanding the molecular basis of genetic diseases and developing modern diagnostic and therapeutic strategies. Through the Institute's of Human Genetics, PAS dynamic growth and access to advanced research infrastructure, we create an environment where scientific innovation meets practical applications in medicine.

We are announcing a competition for the position of **Head of the Department of Molecular and Clinical Genetics**, who will lead a scientific team conducting research in the field of molecular and clinical genetics. We are seeking a leader with a significant scientific track record in medical sciences, particularly in human molecular genetics, medical biology, and translational research, who will guide the existing research team, act as a mentor, and contribute to strengthening the Institute's scientific potential on the international stage. Adherence to ethical standards in scientific research and experience in team management are key criteria in the selection process.

Information about the Department of Molecular and Clinical Genetics:  
<https://igcz.poznan.pl/struktura/zaklad-genetyki-molekularnej-i-klinicznej/>

Key words: Epidemiology of rare diseases, ciliopathies, and the biology of motile cilia, T-cell acute lymphoblastic leukemia (T-ALL), Biology of hematologic malignancies, omics research in hemato-oncology, and personalized medicine

### **Candidate Expectations:**

- 1. Scientific Achievements:** Significant accomplishments in fields such as molecular genetics, molecular biology, genomics, proteomics, or bioinformatics, documented by peer-reviewed publications in prestigious scientific journals.
- 2. Organizational Skills:** Ability to effectively manage research projects, secure external funding (grants), and oversee research teams.
- 3. Leadership and Mentorship:** Proven experience in team management, inspiring fellow researchers, and supporting the development of young scientists. Experience in mentoring and fostering the growth of scientific personnel.

4. **High Ethical Standards:** Commitment to the highest ethical standards in scientific research and team management, ensuring transparency in all activities.
5. **Vision for Department Development:** Clearly defined strategy for the Department's scientific and organizational growth, promoting teamwork and interdisciplinary research initiatives.
6. **Collaboration and Communication Skills:** Established network of scientific collaborations and strong communication skills, including international interactions, to strengthen the Department's and Institute's position in the global field of molecular and clinical genetics.
7. **Contribution to the Institute's Development Strategy:** Active participation in shaping the Institute's development strategy by leveraging its scientific, technical, and human resources to foster innovation and high-quality research. Defining new research directions and creating opportunities for interdisciplinary collaboration within the Institute and with external partners to enhance the Institute's international research presence.

#### **What Do We Offer to the New Head of the Department:**

1. **Managing a research team of the department** that includes six technical staff members, one assistant, two assistant professors, and one full professor, with the opportunity to influence future staffing decisions within the department.
2. **Laboratory Facilities** Access to ~100 m<sup>2</sup> of laboratory space equipped with essential molecular biology instruments, including a fully equipped cell culture room.
3. A 50 m<sup>2</sup> **furnished office** area.
4. **State-of-the-Art Research Infrastructure:** The Institute of Human Genetics, PAS, offers modern laboratories and specialized facilities, including a sequencing lab, imaging lab, and bioinformatics lab, supporting world-class innovative research.
5. **Grant Acquisition Support:** The Head of the Department will receive comprehensive assistance from the Institute's grant office in securing funding from national and international sources.
6. **Opportunities for Scientific Growth:** The Institute fosters an environment that encourages academic freedom, scientific development, collaboration with leading research centers worldwide, and participation in international research networks.
7. **Interdisciplinary and International Research Environment:** The Institute employs researchers from Poland and abroad, combining expertise from various scientific fields, including molecular biology and bioinformatics, creating vast opportunities for collaboration.
8. **Impact on the Development of Young Scientists:** The Head of the Department will play a key role in mentoring and training the next generation of researchers.
9. **Job Stability:** We offer employment at a renowned and growing research institution (Category A unit), with opportunities for further scientific career advancement.
10. **Number of positions available:** 1
11. **Employment Terms:** 12-month employment contract with the possibility of extension.
12. **Salary and Benefits:**

a) The current **gross** monthly base salaries at the Institute are:

- **Assistant Professor (Adiunkt):** 6,900 PLN
- **Institute Professor:** 7,800 PLN
- **Full Professor:** 9,400 PLN

b) **Seniority allowance** is granted based on the candidate's work experience.

c) Heads of organizational units receive a **functional allowance** in accordance with the Institute's remuneration regulations, up to **150% of the minimum salary**.

d) **Performance-based bonuses** may also be granted.

13. **Additional Benefits:** Attractive social benefits package, including English language lessons, co-financing of sports activities, and Social Benefits Fund (ZFŚS), opportunities for professional development and skill enhancement.

#### **I. Eligibility Requirements for the Competition:**

1. At least a habilitation degree (doctor habilitatus) in medical sciences or a related field. For international candidates: a minimum of 8 years of postdoctoral research experience, documented by a significant scientific output, independence in conducting research, and active participation in international research projects.
2. Submission of a complete application package.

#### **II. Candidate Evaluation Criteria:**

1. Research achievements documented by scientific publications, assessed in relation to the candidate's effective years of research work.
2. Success in securing research funding. Proven ability to obtain funding for research and development projects.
3. Experience in leading a scientific team, including mentoring and supervising doctoral students.
4. A well-defined concept for the department's operation and development.

#### **III. Required Documents:**

1. Employment application addressed to the Director, including correspondence address, contact details including e-mail address and phone number.
2. Scan or photocopy of the diploma confirming the awarded scientific degree.
3. Scan or photocopy of the academic title (if applicable).
4. Scientific CV including ORCID identifier (maximum 2 pages A4).
5. A list of publications, highlighting up to five of the most significant works completed within the last five years of the candidate's scientific career (excluding career breaks), as well as patent applications, patents, research project implementations, and a bibliometric analysis according to SCOPUS.
6. Information on the number of citations (excluding self-citations or citations from the candidate's own publications), the candidate's h-index and its value, as well as the number of years effectively spent in scientific research (taking into account any career breaks, if applicable).
7. A list of research projects (including applied and implementation projects) that the candidate has led or in which they were the principal investigator, along with 1–3 key publications resulting from the project or other measurable project outcomes.
8. The candidate should provide a list of 2-3 individuals who can provide references regarding their qualifications. These individuals should be experts in a field related to the competition and have

knowledge of the candidate's achievements and competencies. The application should include their names, affiliations, and contact details.

9. A self-report (max. 4 A4 pages, 3,500 characters) containing a concise summary of the candidate's academic career, research directions, past achievements, participation in research projects, supervision of doctoral students, experience in managing research teams, and any other information deemed relevant by the candidate for evaluation.
10. A concise description of the concept for the functioning of the research unit and a development program (max. 5 A4 pages).
11. Consent for the processing of the candidate's personal data for the purposes of the competition (available at: [http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Zgoda-rekrutacja-Consent\\_for\\_the\\_processing.pdf](http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Zgoda-rekrutacja-Consent_for_the_processing.pdf)).
12. Candidate's declaration of having read the regulations for conducting competitions for scientific positions at the Institute of Human Genetics of the Polish Academy of Sciences in Poznań (available at: [http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Oswiadczenie\\_regulamin-Statement\\_Regulations.pdf](http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Oswiadczenie_regulamin-Statement_Regulations.pdf)).
13. Candidate's declaration that, in the event of winning the competition, the Institute of Human Genetics of the Polish Academy of Sciences will be their primary place of employment (available at: [http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Oswiadczenie\\_miejsce\\_pracy-Statement\\_place\\_of\\_work.pdf](http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Oswiadczenie_miejsce_pracy-Statement_place_of_work.pdf)).

#### IV. Application Submission Procedure:

Individuals interested in participating in the competition are requested to submit a complete set of signed documents with the note "Competition for the Head of the Department of Molecular and Clinical Genetics" to the following address:

Instytut Genetyki Człowieka PAN  
ul. Strzeszyńska 32, 60-479 Poznań

Applications can be submitted in the following ways:

- In person at the Institute's headquarters,
- By traditional mail – as a registered letter sent to the above address,
- By email – to: [wojciech.cieslinski@igcz.poznan.pl](mailto:wojciech.cieslinski@igcz.poznan.pl).

If submitting electronically, documents must be either signed with an electronic signature or accompanied by scans of hand-signed documents.

#### V. The deadline for submitting applications is May 16, 2025.

**VI. Candidate Selection Procedure:**

1. The IGC PAN Secretariat will conduct an initial verification of the submitted documents. Candidates will have a one-time opportunity to complete any missing documentation before the submission deadline.
2. Selected candidates will be invited to present their scientific achievements and concept for the department's operation before the Selection Committee.
3. Candidates may also be asked to give a presentation on their research and scientific plans before the Institute's assembly.

**VII. Competition Resolution Deadline:** up to 60 days from the deadline for submitting documents. The position is available from June 1, 2025.

**VIII. Submitting an application for the competition is equivalent to confirming that the candidate has read and understood the Regulations for conducting competitions for scientific positions at IGC PAN (Appendix 3, point a).**

Link to the BIP IGC PAN website where the competition announcement is posted:  
<https://bip.igcz.poznan.pl/konkurs/>

**IX. Information on the candidate's right to appeal if negatively evaluated by the competition committee.**

Candidates who receive a negative evaluation from the Competition Committee have the right to appeal the assessment results. The appeal must be submitted to the Director of the Institute within 7 days from the date of receiving the negative evaluation from the Competition Committee. The decision of the Director of the Institute is final.

**DIRECTOR**  
Institute of Human Genetics  
Polish Academy of Sciences

*Prof. Maciej Giefing, PhD*

Director of the Institute