

REGULATIONS FOR THE PROMOTION OF SCIENTIFIC STAFF AT THE INSTITUTE OF BIOCHEMISTRY AND BIOPHYSICS, POLISH ACADEMY OF SCIENCES

The promotion procedure at the Institute of Biochemistry and Biophysics of the Polish Academy of Sciences (hereafter referred to as the "**Institute**") follows the principles outlined in the European Charter for Researchers, the Code of Conduct for the Recruitment of Researchers, and the Open Merit-based Transparent Recruitment (OTM-R) policy. The evaluation criteria include excellence in research, scientific independence, scholarly achievements, mobility, and experience gained by candidates in other scientific disciplines.

§ 1

1. General provisions regarding the promotion of scientific staff at the Institute:

- a. According to Article 88, Section 1 of the Polish Academy of Sciences Act of April 30, 2010, scientific staff at the Institute are employed in positions such as assistant, assistant professor, institute professor, and professor.
- b. The Director promotes individuals in scientific positions after consulting the Institute's Scientific Council.
- c. The possibility of scientific staff promotions is considered at least once a year. The Director decides on the number of possible promotion procedures based on the current financial and staffing situation of the Institute.
- d. The promotion decision is made by the Director based on the last three scientific activity monitoring surveys (hereafter referred to as "Survey") of the Institute's employees. For those employed at the Institute for less than four years, the total record from the last three years is considered, evaluated according to the principles applied in the Survey.
- e. The Survey score is defined as the sum of points obtained according to the criteria listed in Appendix 3 of the Institute's Remuneration Regulations (Director's Order 27/2023, dated June 5, 2023).

§ 2

1. Criteria for promotion to the position of assistant professor (all criteria in points a-c and at least two in points d-f must be met):

- a. Holding at least a doctoral degree.
- b. Achieving a Survey score within the first quartile for the group of assistants in at least two of the last three years.
- c. Achieving a Survey score above the median for the group of assistant professors in at least two of the last three years.
- d. Serving as a co-supervisor in at least one doctoral procedure.
- e. Leading at least one externally funded research project.
- f. Corresponding authorship of at least one publication in a first-quartile journal according to the Journal Citation Indicator (JCI) of the publication year or listed in the Nature Index.

2. Criteria for promotion to the position of institute professor (all criteria must be met):

- a. Holding a habilitation degree (doctor habilitatus) or the title of professor.

- b. Achieving a Survey score within the first quartile for the group of assistant professors in at least two of the last three years.
 - c. Achieving a Survey score above the median for the group of institute professors in at least two of the last three years.
 - d. Acting as a supervisor in at least one completed doctoral procedure or as a co-supervisor in at least two completed doctoral procedures.
 - e. Leading at least one externally funded research project.
 - f. Corresponding authorship of at least three publications in first-quartile journals according to the Journal Citation Indicator (JCI) of the publication year or listed in the Nature Index.
3. The position of professor may be held by an individual with the title of professor or appointed to the position of professor at the Institute by the President of the Polish Academy of Sciences.

§ 3

In exceptional cases, the Director of the Institute may promote an employee without applying the standard Regulations, particularly regarding those employed for a fixed term in scientific positions:

- a. Who permanently reside abroad and hold at least a doctoral degree.
- b. Working under an agreement with another scientific institution.
- c. Employed for the duration of a project funded competitively from national scientific funds or EU funds or other grant-awarding entities.

§ 4

These Regulations take effect on June 14, 2024, and are available on the Institute's website.

This is an informal translation. In case of disputes, the binding version of the Regulations is the Polish-language version: REGULAMIN AWANSU PRACOWNIKÓW NAUKOWYCH W INSTYTUCIE BIOCHEMII I BIOFIZYKI PAN signed by the Director of the Institute (Prof. Jarosław Poznański) on 2024-06-11