

GROUP LEADER RECRUITMENT

The IBB PAS is recruiting a Head of Department of Antarctic Biology (DAB)

The Institute of Biochemistry and Biophysics of the Polish Academy of Sciences (IBB PAS) is one of Poland's leading research institutes. It has received the highest rating (A+) in biological and chemical sciences in the national evaluation of scientific institutions. IBB PAS is dedicated to fundamental research in biology, biophysics, biochemistry, and genetics, with a strong commitment to translating scientific discoveries into practical applications in healthcare, industry, and beyond.

Since 2012, IBB PAS has managed the Henryk Arctowski Antarctic Station on King George Island, supporting research on the region's unique environment. Established in 1979, the station has operated continuously. It is named after Henryk Arctowski, a pioneering Polish geophysicist and geographer who reached Antarctica in the late 19th century. Currently, the station is undergoing a major modernization, including the construction of a new main building and upgrades to its energy, fuel, and water systems, with completion expected in 2027.

We are looking **for an experienced researcher** to lead the Department of Antarctic Biology at IBB PAS. The role involves overseeing biology-focused research in Antarctica and working with materials and data collected from the region. The ideal candidate should have a strong science background, skills in molecular biology methods, and a passion for impactful research. They will foster interdisciplinary collaboration and innovation within a scientific community focused on polar studies. The candidate **is expected to establish an independent and competitive research program** and secure funding from national and international sources.

The IBB PAS offers:

- Employment at a Recognized Research Institution – A position at a scientific institute with a strong research background;
- Salary and Benefits – Compensation aligned with qualifications and institutional policies;
- Research Opportunities – Access to advanced research infrastructure and collaboration with experts, including current members of the Department of Antarctic Biology.
- Funding and Grant Support – Assistance in securing research funding and project development;
- Access to the Henryk Arctowski Polish Antarctic Station – Opportunities for research and collaboration in Antarctica;
- Comprehensive Administrative and Organizational Support – Assistance from experienced, English-speaking staff;
- Professional Development – Opportunities for scientific growth, networking, and participation in international projects;
- Collaborative Environment – A dynamic scientific community fostering interdisciplinary research;

Applications should include:

- Information on the candidate's professional career and scientific achievements;
- A proposal outlining the candidate's vision for the operation and future development of the Department of Antarctic Biology at IBB PAN, with a focus on research activities and access to resources at the Henryk Arctowski Polish Antarctic Station (maximum 2 pages);
- Candidates who qualify for the second stage will be required to deliver a 15-minute presentation describing their track record and their vision;
- A statement declaring that, upon assuming the position of Head of the Department of Antarctic Biology at IBB PAN, the Institute of Biochemistry and Biophysics PAN will be the candidate's primary place of employment.

Please merge the listed documents into one pdf file.

Recruitment Procedure:

- Candidates must submit their applications by the deadline, ensuring all required documents listed in the competition announcement are included;
- Applications will be checked for completeness and eligibility. Incomplete or non-compliant applications may be rejected at this stage;
- A committee appointed by IBB PAS will review applications, assessing candidates based on professional experience, scientific achievements, and their proposed development plan for the Department of Antarctic Biology;
- The Recruitment Committee will shortlist candidates who best meet the criteria and qualify for the next stage;
- Shortlisted candidates will present their vision for the Department of Antarctic Biology and the Henryk Arctowski Polish Antarctic Station (15-minute presentation), followed by a discussion and interview;
- The Recruitment Committee will evaluate all candidates and submit a recommendation to the Director of IBB PAS for final approval;
- The Director of IBB PAS will make the final selection and inform all applicants of the results;
- The competition outcome will be announced on the IBB PAS website. Unsuccessful candidates may request feedback;
- The selected candidate will complete the hiring process, including signing the employment contract and submitting any additional documents, before officially assuming the role of Head of the Department of Antarctic Biology at IBB PAS;

Selection criteria:

- Quality of scientific achievements: proven ability to manage the Department;
- Quality of the innovative research program;
- Leadership and team-building skills: proven ability to lead, build, inspire and mentor an effective research team;
- Proven track record of successful applications for competitive grants and experience in managing grant-funded research projects;

- Experience in supervising and mentoring master and doctoral students;

Additional information:

- Applications should be sent via recruitment platform: <https://system.erecruiter.pl/FormTemplates/RecruitmentForm.aspx?WebID=35f8b0af144a45509861b666d4e3e294>
- Please include the following statement in your CV: "I hereby give consent for processing of my personal data included in the documents submitted for recruitment procedure to the Institute in accordance with the act of the European Parliament and of the Council (UE) 2016/679 of 27 April, 2016 on the protection of individuals with regard to the processing of personal data and on the free flow of such data and repealing Directive 95/46 /EC (General Data Protection Regulation)." **Applications not including this statement will not be processed for legal reasons.**
- The deadline for applications is **10th May, 2025**;
- The formal appointment date will be agreed individually, preferably before the end of 2025;
- Inquiries about the offer, research environment, and science in Poland are welcome and should be sent to: recruitment@ibb.waw.pl;
- All information provided by applicants will remain strictly confidential and will be reviewed only by authorized officials of the Recruitment Committee and dedicated administrative staff.