

## Postdoc position in Mammal Research Institute, Polish Academy of Sciences, Białowieża, Poland



Mammal Research Institute  
Polish Academy of Sciences  
Białowieża

We are seeking a motivated postdoc for a project “*Linking socio-economy to biodiversity in farmland*”. This position is funded by National Science Centre in Poland (NCN).

### 1. The project and the working environment

#### 1.1. The project

Farmland biodiversity in Europe is increasingly often associated with human settlements (small towns, villages and single farmsteads) because croplands and grasslands are intensively managed for food production, thus they do not provide necessary resources for wildlife. Farmland birds and mammals are good examples: many species belonging to these groups occur mainly or exclusively near human settlements (e.g., barn owl, white stork, long-eared bats, house mouse, etc.) and old villages are increasingly often considered as biodiversity hotspots. Unfortunately, almost nothing is known about the relationships between this biodiversity occurring near human settlements and the socio-economic profiles of local human societies. In this project we address this relationship. Specifically, we explore poverty-biodiversity correlation, we look for biological indicators of human health status, we link ecological knowledge of farmers and their attitude toward biodiversity. We hope that the project will bring new knowledge on the relationships between human social and economic status and biodiversity patterns and conservation. You will find additional information in Rosin et al. 2016. *J. Appl. Ecol.* 53,1363-1372; Šalek et al. 2018. *J. Appl. Ecol.* 55,1908-1918; Żmihorski et al. 2020. *Sci. Total Env.* 741, 140407.

#### 1.2. The working environment

Mammal Research Institute, Polish Academy of Sciences (MRIPAS) in Białowieża, founded in 1952, conducts research in the field of ecology, ethology, morphology, population genetics as well as population management and conservation of mammals and other terrestrial vertebrates. The mission of the Institute is to acquire, advance, and disseminate knowledge of natural patterns and processes in order to improve the scientific basis for effective nature conservation activities and sustainable development. We focus mainly on Białowieża Primeval Forest (UNESCO Biosphere Reserve and World Heritage Site) as a study area, but also on other regions of Poland and Europe. The Institute employs 60 people, including researchers, PhD students, and qualified technical and office staff. The postdoc will be part of the existing international research group (two PhD students, two technical employees, external bat and bird experts, and the leader - Michał Żmihorski) working in the project.

### 2. Description of postdoctoral position and application requirements

We are looking for highly motivated postdoc, holding a PhD in ecology or similar (details below), interested in ecology and conservation biology, as well as statistical data analysis.

#### 2.1. Tasks and duties of a postdoc

- Field work: participating in collecting data on birds and mammals with the help of recording devices and small mammal trapping.
- Searching for data on both wildlife and socio-economy from different sources and existing databases, handling the data, creating databases in cooperation with PhD students and technical staff.
- Performing questionnaire surveys with farmers etc., to link their socio-economy profiles to local biodiversity.

- Contacting experts in mammalogy, ornithology, ecology and social and economic sciences to learn about the study systems and results obtained.
- Performing statistical analyses of the data collected, preparing visualisations of the results.
- Writing scientific papers and participating in relevant conferences and workshops.
- Supervising PhD students.
- Participating in the NCN project management and administration may be involved but up to a level not exceeding 10% of full-time.

## **2.2. Mandatory qualifications and skills**

- PhD in Biology, Ecology or other relevant subject but also candidates with socio-economy profiles will be considered.
- Documented publication record in ecology or environmental sociology.
- Good written and spoken English.
- At least basic knowledge on European birds or bats.
- Skills in the use of statistical methods in scientific research.
- Knowledge on R language and environment and experience in processing large datasets.
- Excellent interpersonal and organizational skills, analytical and problem-solving skills. The ability to work both as a team member and to take initiatives and work independently are essential.

## **2.3. Additional (non-obligatory) preferred qualifications**

- Valid driving licence (highly recommended).
- Experience in field work, especially with birds or bats (sampling method, bird voice recognition).
- Experience with qualitative-quantitative-social science questionnaires or interviews.
- Knowledge in using GIS software.
- Experience in bioacoustics.
- Knowledge on the use of machine learning.
- Good spoken Polish, as you may need to contact land-owners.

## **2.4. Additional things to consider**

- You will need to be present and work in Białowieża, Poland (52.70398N, 23.84985E) most of the 2-year period of the contract. This is a very nice and remote place (ca. 1500 inhabitants), ca 20 km from a nearest town.
- Substantial part of your work will be based on computer work in the Institute (GIS analyses, statistics, reading scientific literature, writing manuscripts, etc.) so be aware that fieldwork will constitute only part of your activity.
- If you are already hired somewhere or involved in other projects and seeking for additional activity, our project will not be a good choice – we expect you to be full-time involved in the project in MRIPAS.

## **3. What do we offer?**

We offer a postdoc excellent conditions to expand her/his scientific interests – Mammal Research Institute, PAS is a place you can develop as a researcher, you will be involved in scientific research, overall scientific community, you will be part of the team, and you will have prospects after you finish. More specifically, we offer:

- A tight cooperation with our friendly research team: the project leader, two PhD students (one from Poland, one from Italy) and other MRIPAS staff members: discussing concepts of the papers, help with data analysing and scientific writing.

- Availability of high-quality ecological data collected during the first year of the project.
- Monthly gross salary 8377 PLN (i.e., ca 5950 PLN net; the highest allowed for post-doc position financed by National Science Centre), ensuring good life standard in Poland (note that living in Poland is much cheaper than in Western Europe).
- We offer full-time employment for 1 year, starting January 2023, with possibility to prolong the position for another year (i.e. end of 2024).
- Help with accommodation – we have relatively inexpensive flats in Białowieża (although limited in number), situated close to MRIPAS, that can be rented, when available, by MRIPAS postdocs.
- Possibility to develop your own ideas and to apply for your own scientific projects.
- Possibility to work and live in a really welcoming place: a small village located in the middle of Białowieża Primeval Forest – one of the most important biodiversity hotspot in Europe, and MRIPAS main building is located 1.2 km from the strict reserve of Białowieża National Park, so you have a chance to see a deer, wolf or bison from your office room!



*Red deer in front of MRIPAS building, picture taken by Rafał Kowalczyk.*

## **4. Application and recruitment**

### **4.1. Deadline for applying**

We welcome your application **no later than 2022-09-15**, but if possible, please apply earlier.

Planned dates for interview (via Zoom): 2022-09-15 to 2022-10-05.

Final result will be announced no later than 2022-10-10.

Beginning of the contract: January 2023.

### **4.2. Documents that need to be delivered**

- Copy of the PhD diploma.
- A full-text version (pdf/word file) of your PhD thesis.
- A written application letter where you describe yourself, your motivation for applying for the postdoc position and research interests, and describing the required qualifications (max 2 pages).
- A curriculum vitae that includes your education, academic record, former experience in ecological research, skills (languages, programs, methods), conferences, workshops, courses, internships, awards, and publications.

- A list of at least two reference persons (e.g., prior research supervisors) familiar with your qualifications, together with their e-mail addresses.
- Declaration of consent for processing of personal data, attached below (only first signed page should be scanned and delivered through e-mail).

Documents should be send via e-mail to the project leader Michał Żmihorski: [zmihorski@ibs.bialowieza.pl](mailto:zmihorski@ibs.bialowieza.pl)

#### **4.3. Recruitment**

The recruitment rules will follow NCN regulations. The selection will be based on the qualifications of the candidates including scientific achievements, experience, awards, internships, skills and competences. An interview will be part of the selection of candidates. Recruitment is a two-stage process and includes: 1) evaluation of candidates' documentation and 2) an interview with selected candidates (you will be asked to shortly present your PhD thesis).

#### **5. Contact person**

Michał Żmihorski ([zmihorski@ibs.bialowieza.pl](mailto:zmihorski@ibs.bialowieza.pl); <https://www.researchgate.net/profile/Michal-Zmihorski>) is a principal investigator of the project. It is highly recommended that you contact me as soon as you decide to apply for this position. If you want to learn details concerning the project, the post-doc duties or necessary qualifications and any other important issues related with the project – I will be very happy to informally meet and talk to potential candidates (e.g., via Zoom), so do not hesitate to contact me.

**Declaration of consent for processing of personal data within the framework of the competition procedure for granting scientific scholarships in research projects funded by the National Science Centre**

I consent for my personal data to be processed by the Institute of Mammal Research Institute Polish Academy of Sciences (hereinafter referred to as IBS PAN) for the purposes necessary for the recruitment process on the award of scientific scholarships in research projects funded by the National Science Centre (in accordance with the Regulation of the European Parliament and of the Council (EU) 2016/679 of 27 April 2016, on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Regulation on Data Protection ) (J.L. EU. 2016, No. 119, p. 1) - hereinafter referred to as RODO, and national data protection regulations issued on its basis.

.....  
Place, date

.....  
Signature

I consent for my personal data to be processed by the Mammal Research Institute Polish Academy of Sciences in Białowieża (hereinafter referred to as IBS PAN) for the purposes of the recruitment process for the award of scientific scholarships in research projects funded by the National Science Centre (**required if the data provided include special categories of data referred to in Article 9(1) of the RODO**).

.....  
Place, date

.....  
Signature

### **General Regulation on Data Protection (RODO) information clause**

(drawn up in connection with the implementation of the obligation indicated in Article 13 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons in connection with the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC. (Official Journal of the EU L 119, p. 1).

1. The Administrator of your personal data is the Mammal Research Institute of the Polish Academy of Sciences in Białowieża (hereinafter referred to as IBS PAN), represented by the Director of IBS PAN 1 Stoczek St., 17-230 Białowieża, e-mail address: mripas@ibs.bialowieza.pl, tel. 85 682 77 50.
2. Any questions regarding the manner and extent of the processing of your personal data and your rights under the RODO, can be directed to the designated Data Protection Officer at email address: iod@ibs.bialowieza.pl or by writing to the registered office address indicated above with the reference "Data Protection Officer".
3. Your personal data will be processed for the purpose and in the scope necessary to carry out the competition procedure for the scholarship, awarding scientific scholarships in research projects funded by the National Centre for Science, and in the case of selection for the position of a scholarship holder, in connection with the conclusion of a scholarship agreement for the payment of a scientific scholarship and activities connected with the collection of the scientific scholarship, your data will be processed on the basis of the Rules of Procedure for Awarding Scientific Scholarships in Research Projects Funded by the National Centre for Science, the Agreement for the Implementation and Financing of the Research Project (hereinafter referred to as "Project") in the framework of which the competition for the position of a scholarship holder is carried out (art. 6 1(b) RODO). Your personal data will also be processed on the basis of your consent to the processing of data in order to carry out the competition procedure - the basis for the processing of personal data will then be Article 6(1)(a) RODO and Article 9(2)(a) RODO. The Administrator may also process personal data in order to protect its legitimate interests (Article 6(1)(f) RODO) - in order to service, investigate and defend in the event of the occurrence of mutual claims.
4. The recipients of your personal data will be: The National Science Centre in Cracow, the appointed Scholarship Committee, entities assessing or controlling the proper implementation of the Project, within the framework of which the agreement was concluded, entities conducting control and evaluation and other entities entitled to obtain data on the basis of legal regulations.
5. Your personal data will be stored until the end of the recruitment process from the date of your application, unless, before the expiry of the period indicated above, you withdraw your consent to the processing of your data or restrict it, subject to point 6. In the event, that the basis for the processing of your personal data after the recruitment process has been completed is the legitimate interest of the administrator (e.g. in case when the processing of your personal data after the recruitment process is based on the legitimate interest of the administrator (e.g. in connection with the proceedings before the administrative court initiated by the candidate as a result of the refusal to grant the NCN research scholarship or suspension of the NCN research scholarship payment in connection with the termination of the scholarship agreement), your personal data will be processed only until the proceedings based on the legitimate interest of the administrator is completed or until you make an effective objection.
6. In the case of obtaining a NCN research scholarship (i.e. successful completion of the recruitment process and conclusion of an agreement for a NCN research scholarship payment), the processing of your personal data will take place for the entire period of the agreement for the implementation and financing of the research project within the framework of which the competition for the position of a scholarship holder was held, until the completion of Project implementation and settlement of the agreement for Project implementation and financing concluded with National Science Centre, and then until the expiration of the period of limitation of any possible claims resulting from the contract in the Project, and after that period the data will be kept for archiving purposes - for the period provided for by the law.
7. You have the right to request access to your personal data (including making a copy of it) and, under the conditions set out in the RODO, the right to rectify (amend), erase or restrict processing, object to the processing of your data, transfer your data and the right to lodge a complaint to the supervisory authority, which in Poland is the Inspector General for the Office for Personal Data Protection, having its registered office at: Office for Personal Data Protection, 2 Stawki St., 00-193 Warsaw.
8. You also have the right to withdraw your consent for the control to process your personal data at any time. Withdrawal of consent does not affect the compliance of the processing of your personal data which was performed on the basis of consent given before its withdrawal. However, revoking your consent to data processing during the recruitment process may make it impossible to grant an NCN research scholarship.
9. Providing your personal data is voluntary, but necessary to participate in the competition procedure in the competition procedure, and in the case of a scholarship award it is a condition for the conclusion and performance of the agreement for the payment of a NCN research scholarship.
10. Your personal data obtained for recruitment purposes will not be transferred to a third country or international organization.
11. Your personal data will not be subject to automated decision-making, including in the form of profiling.