



## **Job Position at Mammal Research Institute of the Polish Academy of Sciences**

We are seeking a scientific employee with a Ph.D. degree specializing in ecology, particularly mammal ecology.

### **Work environment**

The Mammal Research Institute of the Polish Academy of Sciences (MRIPAS) conducts research in the field of ecology, ethology, morphology, population genetics, biogeography, and management and conservation of mammals and other terrestrial vertebrates. The mission of MRIPAS is to acquire, develop, and disseminate knowledge about natural biological mechanisms and processes to deepen the scientific basis for biodiversity conservation and sustainable development. The scientific activity of MRIPAS mainly focuses on the Białowieża Primeval Forest (UNESCO site), but research is also conducted in other regions of Poland and Europe. MRIPAS employs around 60 people from ten countries, including scientific researchers, Ph.D. candidates, qualified technical and administrative staff, while creating a friendly, modern work environment.

### **What we expect from the newly employed person:**

- Proposing and developing the research topic in the field of animal ecology,
- Publishing research articles in top-quality international peer-reviewed scientific journals,
- Collaborating with the MRIPAS team in ongoing research projects,
- Applying for external funding for own scientific activities,
- Engaging in educational, teaching, and outreach activities carried out by MRIPAS,
- Willingness to improve skills, acquire new knowledge, and enhance competencies.

### **What we offer:**

We provide excellent conditions for the development of a scientific career to the newly employed person. We support scientific growth, foster the enhancement of individual skills, and offer an extensive network of contacts and scientific collaborations. We will also make efforts to integrate the newly employed individual into our team and create a friendly atmosphere at IBS PAN conducive to work.

Specifically, we offer:

- Collaboration with an international team of ecologists working at MRIPAS, providing substantive support and an environment that guarantees intellectual and scientific development,
- Opportunities for developing individual research and collaborations within research projects conducted at MRIPAS, both in fieldwork and analytical and laboratory work,



- Laboratory facilities of: genetic (microsatellite, mitochondrial DNA), biological (hematological, immunological, hormonal), physiological (respirometry, small mammal breeding facilities), biochemical analyses (carbon and nitrogen elemental, near-infrared spectrometry, spectrophotometry), 3D imaging studio (3D scanning, microtomography), meteorological station.
- The possibility to apply for employing a PhD student and develop experience as a supervisor,
- Full-time employment with the possibility of extension for an indefinite period,
- Flexible working hours (e.g., remote work, task-based approach),
- A base salary of 6850 PLN gross, along with financial bonuses to the salary (seniority allowance, annual bonus, publication rewards) and optional, individually negotiated benefits (functional allowances, task-based allowances, bonuses),
- The possibility of accommodation in a company apartment on preferential terms,
- Convenient working conditions in a building offering spacious office and laboratory spaces,
- Support and assistance from the administrative staff, minimizing the employee's involvement in administrative tasks,
- The opportunity to live and work in a unique environment in the town of Białowieża, located in the heart of the Białowieża Forest – a UNESCO World Heritage site. The headquarter of MRIPAS is situated just one kilometer from the Białowieża National Park strict reserve, a place frequented by European bison, wolves, and owls, which sometimes can be observed from the windows of our offices.

#### **Required qualifications:**

- A doctoral degree in biology or related fields (candidates who are close to defending their doctoral thesis will also be considered – the condition is a master's degree in biology or related fields),
- Authorship of at least 10 scientific publications (including at least 4 as first author) in the field of biology, particularly ecology, in scientific journals listed in Journal Citation Reports,
- Experience in education,
- Experience in managing a research project funded through national or international competitions or completing a scientific internship (minimum 6 months) at a foreign institution,
- Very good command of the English language in both speech and writing,
- Knowledge of the ecology of European mammals,
- Excellent interpersonal skills, ability to work in a team, and problem-solving skills.

#### **Additional qualifications:**

- Knowledge of statistical methods in ecology and the R programming language, spatial analyses (GIS) and bioinformatics,
- Effectiveness of obtaining funding for research projects,

- Proficiency in the Polish language,
- Driver's license,
- Experience in scientific work in foreign research institutions.

**Additional information, relevant for applicants:**

- We expect that the newly employed person will spend a significant part of their working time in Białowieża – it is a small village, distant from major urban centers,
- We expect the new employees to develop of individual research interests for newly employed scientific staff, but we also expect that a substantial part of their activities will align with the research topics already developed at MRIPAS.
- We anticipate that MRIPAS will be the primary place of employment for the new employee, and they will dedicate a considerable portion of their professional activity to the Institute. Considering MRIPAS as a secondary or additional place of work is not recommended.
- The selected candidate will be hired as an assistant professor or assistant, depending on their possession of a doctoral degree and fulfilment of the internal criteria of MRIPAS for these positions.

**Required documents:**

- Academic curriculum vitae (CV) including the candidate's scientific career, list of publications, participation in projects, and scientific internships.
- Scanned copy of the doctoral diploma.
- Contact information for two referees who can provide a reference based on previous collaboration with the candidate.
- Declaration of consent (use form attached below) to the processing of personal data contained in the documents submitted in connection with the competition, for the purposes necessary to carry out the recruitment process, 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 Data Protection Regulation) (Official Journal of the European Union L 119 of 04.05.2016, p. 1).

**Method of submitting documents:**

An email with an attachment should be sent simultaneously to two email addresses: HR Specialist (astepaniuk@ibs.bialowieza.pl) and Director (zmihorski@ibs.bialowieza.pl).

**Deadline for submitting documents:**

31.08.2024 by 15:30 (3:30 PM) CET

**Competition results announcement:**

no later than 30.09.2024.



Mammal Research Institute  
Polish Academy of Sciences  
Białowieża

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The Competition Committee reserves the right to conduct interviews with selected candidates and may also decide not to select any candidate. Any inquiries should be sent to the following address: [zmihorski@ibs.bialowieza.pl](mailto:zmihorski@ibs.bialowieza.pl)



## **DECLARATION OF CONSENT FOR PROCESSING OF PERSONAL DATA FOR RECRUITMENT PURPOSES**

- I consent\* for my personal data to be processed by the Mammal Research Institute Polish Academy of Sciences in Białowieża for the purposes necessary for the recruitment process.
  
- I consent\* for my personal data to be processed by the Mammal Research Institute Polish Academy of Science in Białowieża for the purposes necessary for the future recruitment processes within 1 year.
  
- I consent\* for my personal data to be processed by the Mammal Research Institute Polish Academy of Sciences in Białowieża for the purposes of the recruitment process (required if the data provided include special categories of data referred to in Article 9 (1) of the General Data Protection Regulation (GDPR)).
  
- I confirm that I read the GDPR information clause concerning the recruitment process held by Mammal Research Institute Polish Academy of Sciences in Białowieża.

\* Please, mark the appropriate check box

.....  
Place, date

.....  
signature



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## GDPR information clause for candidates applying for employment

As of 25 May 2018, Regulation (EU) 2016/679 of the European Parliament and of the Council 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 Data Protection Regulation) (OJ EU. L of 4 May 2016, No. 119, p. 1), the so-called GDPR, which concerns the handling of personal data, including the personal data of applicants, entered into force.

Therefore, pursuant to Article 13(1) and (2) of the GDPR, we inform you that:

1. The Administrator of your personal data is the Mammal Research Institute of the Polish Academy of Sciences in Białowieża, ul. Stoczek 1, 17-230 Białowieża, e-mail address: [mripas@ibs.bialowieza.pl](mailto:mripas@ibs.bialowieza.pl), tel. 85 682 77 50.
2. Any questions concerning the manner and scope of processing of your personal data and your rights under GDPR can be addressed to the designated Data Protection Officer at e-mail address: [iod@ibs.bialowieza.pl](mailto:iod@ibs.bialowieza.pl) or by writing to the registered office address indicated in point 1 above with the reference "Data Protection Officer".
3. Your personal data, to the extent indicated in the provisions of the Labour Law, will be processed in order to conduct the current recruitment procedure, while other data on the basis of consent, which can be revoked at any time - Article 22 of the Act of 26 June 1974 Labour Code and §1 of the Regulation of the Minister of Labour and Social Policy of 28 May 1996 on the scope of keeping records by employers in matters relating to the employment relationship and the manner of keeping employee personal files; Article 6.1.a), b) GDPR.
4. If the documents contain data referred to in Article 9(1) of the GDPR we will need your consent to their processing, which can be revoked at any time in accordance with Article 9(2)(a) of the GDPR.
5. Your data collected during the current recruitment process will be stored until the end of the recruitment process and then destroyed in a way that makes it impossible to read them. In the case of your consent to the use of your personal data for future recruitment, your data will be used for one year.
6. You have the right to access your personal data and receive a copy of it, the right to rectify (amend) it, the right to delete it, to request restriction of processing or to object to further processing as well as the right to lodge a complaint to the President of the Personal Data Protection Office (2 Stawki Str., 00-193 Warsaw).
7. Providing personal data in the scope resulting from Article 221 of the Labour Code is necessary to participate in the recruitment procedure. Providing other data is voluntary.
8. Recipients of your personal data may be employees and associates of the Administrator authorized to participate in the recruitment process, as well as entities operating IT systems on the basis of concluded agreements, and your personal data may also be made available to entities authorized under superior provisions of law, if they make a request for access to them.
9. Your personal data will not be used for automated decision making and will not be profiled.