

**The Director of the Mammal Research Institute  
of the Polish Academy of Sciences  
announces a competition for a research position**

We are looking for a researcher with a master's degree specializing in terrestrial ecosystem ecology, including mammal ecology.

**Work environment**

The Mammal Research Institute of the Polish Academy of Sciences (IBS PAN) conducts research in the fields of ecology, ethology, morphology, population genetics, biogeography, and population management and conservation of mammals and other terrestrial vertebrates. The mission of IBS PAN is to acquire, develop, and disseminate knowledge about natural biological mechanisms and processes in order to deepen the scientific basis for biodiversity conservation and sustainable development. The scientific activity of IBS PAN focuses mainly on the Białowieża Forest (a UNESCO site), but is also conducted in other regions of Poland and Europe. IBS PAN employs approximately 65 people, including researchers, doctoral students, qualified technical and administrative staff, and creates a friendly, modern working environment.

**What we expect from the new employee:**

- proposing research topics and conducting scientific research in the field of animal ecology,
- publishing scientific articles in international peer-reviewed scientific journals,
- cooperating with the IBS PAN team as part of the research work carried out at IBS PAN,
- applying for external funding for their own scientific activities,
- participating in educational, teaching, and outreach activities carried out by IBS PAN,
- willingness to improve your skills, acquire new knowledge, and enhance your competencies.

**What do we offer?**

We offer new employees excellent conditions for academic career development, support their desire for academic growth and improvement of their skills, and provide an extensive network of contacts and academic collaborations. We will also make every effort to ensure that the new employee becomes part of our team and finds a friendly atmosphere conducive to scientific development at IBS PAN. In particular, we provide:

- cooperation with an international team of ecologists working at IBS PAN, which will provide substantive support and an environment conducive to scientific development,
- the opportunity to develop your own research and collaborate on research carried out at IBS PAN and jointly with the IBS PAN team, both in the field and in analytical and laboratory work,
- the opportunity to carry out your own doctoral project,
- well-equipped genetic laboratories (e.g., for microsatellite and mitochondrial DNA analysis), biological laboratories (hematological, immunological, and hormonal analysis), physiological laboratories (respirometry, the ability to keep small mammals),

biochemical (including spectrometer and spectrophotometer), 3D scanner and microtomograph,

- full-time employment with the possibility of extension for an indefinite period,
- flexible working hours (e.g., remote work, task-based mode),
- base salary of PLN 5,110 gross and optional financial supplements to the salary, determined individually: seniority allowance, functional allowances, task allowances, annual bonus, awards for publications,
- possibility of accommodation in company apartments on preferential terms, subject to availability,
- support and assistance from administrative staff, limiting the employee's involvement in administrative work,
- the opportunity to live and work in a unique environment in Białowieża, in the middle of the Białowieża Forest – a UNESCO World Heritage Site.

The headquarters of IBS PAN is located just one kilometer from the strict reserve of the Białowieża National Park, in a place visited by bison, wolves, and pygmy owls, which can be observed from the windows of our office rooms.

**Required qualifications:**

- Master's degree in biology or related fields,
- Very good command of spoken and written English,
- Knowledge of statistical methods in ecology, including the R language,
- Knowledge of European mammal ecology,
- Excellent interpersonal skills, ability to work in a team, problem-solving skills.

**Additional qualifications:**

- Experience in preparing scientific publications,
- Knowledge of Polish,
- Driver's license,
- Experience in scientific work at foreign scientific institutions.

**Additional information relevant to applicants:**

- We expect that the new employee will spend a significant part of their employment time in Białowieża – a small village located far from large urban centers,
- We enable our research staff to pursue their own interests, but we also expect that a significant part of their activities will coincide with the scientific topics developed at IBS PAN,
- We expect that IBS PAN will be the new employee's main place of employment, to which they will devote a significant part of their professional activity, so considering IBS PAN as a second/additional place of work is not advisable,
- The selected candidate will be employed as an assistant.

**Required documents:**

- academic CV detailing your academic career to date, list of publications, and participation in projects and academic internships;
- scan of your master's degree diploma;

- contact details of a person, for example a supervisor, who, based on previous cooperation, can provide an opinion on the candidate;
- a statement by the candidate that, if appointed to the position, the Mammal Research Institute of the Polish Academy of Sciences in Białowieża will be their primary place of employment;
- a statement consenting to the processing of personal data contained in the documents submitted in connection with the competition for the position of assistant professor, for the purposes necessary to carry out the recruitment process, in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27, 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 119 of May 4, 2016, p. 1).

**How to submit documents:** e-mail with an attachment to two e-mail addresses simultaneously: HR specialist ([astepaniuk@ibs.bialowieza.pl](mailto:astepaniuk@ibs.bialowieza.pl)) and director ([zmihorski@ibs.bialowieza.pl](mailto:zmihorski@ibs.bialowieza.pl)).

**Deadline for submitting documents:** November 12, 2025, by 3:30 p.m.

**Competition results:** no later than November 20, 2025.

The Competition Committee reserves the right to conduct interviews with selected candidates and to not select any of the candidates. Any questions should be sent to:  
zmihorski@ibs.bialowieza.pl