

Center for Theoretical Physics

Polish Academy of Sciences

Aleja Lotników 32/46, 02-668 Warsaw

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HR EXCELLENCE IN RESEARCH

Tenure-Track Position Opening at the Rank of Assistant Professor at the Center for Theoretical Physics, Polish Academy of Sciences (CTP PAS)

The Director of the Center for Theoretical Physics, Polish Academy of Sciences (CTP PAS), is pleased to announce an open competition for a **tenure-track position at the rank of Assistant Professor**. Eligible candidates must have earned their doctoral degree no earlier than seven years prior to the date of this announcement¹.

We are seeking passionate individuals who are committed to a long-term engagement with the institute, enhancing its development through outstanding research, forming research groups, securing grant funding, and participating in organizational activities. Candidates are expected to demonstrate:

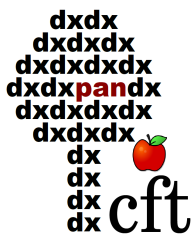
- 1) A significant scientific track record in the research areas pursued at CTP PAS;
- 2) Proven ability to obtain research grants sufficient for building their own research team;
- 3) Commitment to the development of junior staff and to collaborative efforts that enhance the scientific potential of CTP PAS.

Interested candidates should submit the following documents in PDF format:

- A cover letter including proposed start date of employment at CTP PAS, a brief overview of past and planned research, with justification (max. 4 pages),
- A scientific CV including a publication list and other academic achievements,
- A list of three major accomplishments such as publications, patents, awards, or supervisions (max. 3000 characters),
- A list of research projects led and administrative roles held,
- A statement affirming that CTP PAS will be the primary place of employment if an offer is made,
- Documents certifying the attainment of a doctoral degree²,
- Any other documents that may significantly influence the evaluation of the candidate,
- Consent for the processing of personal data (form attached),
- A list of at least two scientists willing to write a reference letter upon the Committee's request.

¹ This period may be extended due to long-term (over 90 days) documented medical or rehabilitation leaves due to incapacity, and by the number of months on parental or childcare leave as stipulated by labor law, and for women, an additional 18 months for each child born or adopted if this is deemed beneficial for addressing career interruptions in academia.

² In some cases, degree nostrification may be required before employment at CTP PAS.



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Applications should be sent to rekrutacja@cft.edu.pl with the **reference number CFT/12/2024** in the email subject line.

The selection process will be conducted by the CTP PAS Young Scientists Committee and consists of three stages:

1. **Formal Application Review:** Applications will be assessed for formal requirements by the Committee in consultation with the HR Department.
2. **First Merit-Based Stage:** The Committee will evaluate applications, awarding 0 to 10 points in categories such as scientific track record, experience in managing scientific projects, and the candidate's potential to contribute to the institute's development.
3. **Second Merit-Based Stage:** Shortlisted candidates will be invited to deliver a public scientific lecture and participate in interviews with Committee members, which may be conducted via online platforms.

The Committee may seek additional external expert opinions at any stage. Based on the outcomes of these assessments, the Committee will compile a final ranked list of candidates. The competition will be decided by the Director of CTP PAS.

Deadline for submissions: October 31, 2024.

Announcement of results: By February 1, 2025. Candidates will be notified via email.

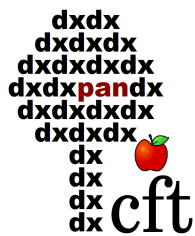
Candidates may appeal decisions at any stage of the competition. Appeals will be reviewed by the CTP PAS Appeals Committee in consultation with the HR Department.

The successful candidate will be offered a gross monthly salary ranging from 8,000 to 9,000 PLN, plus additional allowances based on tenure. The winner will also receive an annual research grant of 15,000 PLN from the CTP PAS Own Research Fund and may be eligible for bonuses for contributions to the institute's evaluation and organizational activities. The institute will actively support the winner in securing additional research funding.

The winner will be offered a 33-month tenure-track appointment at the rank of assistant professor at CTP PAS.

Terms for Employment Extension: After 33 months, the incumbent may be offered a permanent position upon meeting certain criteria within 30 months, such as receiving positive reviews from senior staff based on four external expert assessments, potentially including reviews in a habilitation process, and securing at least one externally funded project of no less than 500,000 PLN.

* Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to



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the processing of personal data and on the free movement of such data and repealing Directive 95/46 / EC (general regulation on data protection)