

DIRECTOR OF THE INSTITUTE OF SOIL SCIENCE AND PLANT CULTIVATION -
STATE RESEARCH INSTITUTE IN PUŁAWY
ANNOUNCES A COMPETITION FOR THE POST OF ASSISTANT
IN THE DEPARTMENT OF PLANT OF AGRICULTURAL MICROBIOLOGY

I. Name and description of the post according to European classification

First Stage Researcher (R1) until obtaining the PhD degree. This profile covers persons conducting scientific research under supervision in research universities or research institutes. It applies to candidates until the award of the PhD degree.

II. Scope of research

1. Evaluation of the metabolic profile of microorganisms; knowledge of the system Biologist and skills in analysing the data obtained,
2. Evaluation of genetic diversity and identification of soil microorganisms (PCR, Real-Time PCR, PCR-DGGE); knowledge of the basics of bioinformatic processing of NGS data,
3. Assessment of microbiological diversity and soil biological activity related to agricultural practice and environmental protection, especially the soil environment
4. Evaluation of various microbiological, biochemical and mobile fractions of organic matter as indicators of soil fertility and health and analysis of the influence of various agrotechnical treatments on these indicators.

III. Requirements for the candidate:

1. Mandatory requirements:

1. a master's degree in biological, microbiological or biotechnological sciences,
2. professional experience - minimum 3 years' experience in a microbiological and/or genetic laboratory. An additional advantage would be the practice in a genetic laboratory, especially in the field of metagenomics. Extended knowledge of genetics and metagenomics, in particular regarding bioinformatic processing (amplicon sequencing analysis),
- 3) motivation for scientific work documented by publications, active implementation of research projects and participation in professional life (including training, participation in conferences, membership in scientific societies),
4. documented knowledge of the English language,
- 5) skills to operate scientific research equipment in the field of microbiology and molecular biology.

2. Additional requirements:

- 1) Knowledge of the Polish language at a basic level will be very appreciated.

IV. Prospects for professional development::

1) An assistant may be promoted to the position of an adjunct after fulfilling the following conditions:

1. Obtaining doctoral degree in the field of agricultural, biological, chemical or related sciences.
2. Achievements in scientific work, including authorship or co-authorship of scientific publications with a total value of 100 parametric evaluation points according to the list and scoring of journals of the Ministry of Science and Higher Education (at least 3 publications in journals covered by the Journal of Citation Report), whereas at least 24 points were gained after obtaining the degree of doctor of science.
3. Developing and submitting a research project to NCN, NCBR or other research financing institution.
4. Motivation for scientific work documented by publications and participation in scientific life (including scientific internships, participation in conferences).
5. Documented fluency in English in speech and writing, confirmed

2) An adjunct may be promoted to the position of an associate professor after fulfilling the following conditions:

- *In the case of an adjunct holding the degree of doctor habilitated or doctor in the field of agricultural, biological, chemical, economic or related sciences:*

1. Readiness to undertake research issues justified by the needs of the Institute.
2. Managing an original grant or an equivalent project financed from external funds.
3. Domestic or foreign scientific internship or comparable cooperation with a foreign research institution documented by joint projects and/or scientific achievements.
4. Achievements in the training of scientific staff - acting as a promoter in at least one doctoral thesis instituted.
5. Achievements in the hitherto scientific work, including authorship or co-authorship of scientific publications with a total value of 300 parametric points according to the list and scoring of journals of the Ministry of Science and Higher Education .
6. Achievements in educating of the academic staff - acting as a promoter in at least one PhD program.
7. Achievements in previous scientific work, including authorship or co-authorship of scientific publications with a total value of 300 parametric evaluation points according to the list and scoring of journals of the Ministry of Science and Higher Education.
8. Activity in scientific life and organizational skills (reviews of publications and/or research projects, organization and participation in conferences, organization of workshops, courses, etc.)

- *In the case of an adjunct holding the doctoral degree*

- a) Demonstrating distinguished scientific achievements in the represented field with a total value of 250 points of parametric evaluation according to the list and scoring of journals of the Ministry of Science and Higher Education.
- b) Performing the function of an auxiliary promoter in at least one PhD program.
- c) Demonstrating recognized organizational achievements in the implementation and dissemination of research results.
- d) The candidate's qualifications shall be assessed by the Scientific Council based on the opinions of two reviewers, including one from outside the Institute.

3) An adjunct may be promoted to the position of a full professor after fulfilling the following conditions:

- 1) Obtaining scientist title of professor in agricultural, biological, chemical or economic sciences
- 2) Ability to take up research issues in line with the Institute's needs.
- 3) Achievements in the hitherto scientific work, including the authorship or co-authorship of scientific publications with a total value of at least 450 points on the basis of the evaluation according to the list and scoring of journals from the Ministry of Science and Higher Education.
- 4) Participation in the training of research staff - acting as a promoter in at least two doctoral theses, reviews of doctoral theses, and habilitation and professor-award procedures.

V. Remuneration range for this post:

PLN 2600 to PLN 4500,00 per month

VI. Required documents:

1. Curriculum Vitae.
2. Cover letter - presenting briefly the candidate's interests.
3. Research achievements to date and plans for further career.
4. Documents confirming the academic degrees and titles held.
5. The list of scientific achievements.
6. A statement that, on taking up employment, the Institute will be the place of primary employment.
- 7) Consent to the processing of personal data.

IUNG-PIB staff members are not required to submit the documents listed in points 4, 6, 7

VII. Form, date and place of document submission:

The required documents should be sent by post to the address of the Institute (Instytut Uprawy Nawożenia i Gleboznawstwa - Państwowy Instytut Badawczy, 24-100 Puławy, 8 Czartoryskich Street or submitted in person to the Institute staff from Monday to Friday between 7 AM and 3 PM by 20 April 2020 or electronically to the following e-mail address: kadry@iung.pulawy.pl.

The announcement of the results will take place no later than 2 weeks after the end of the competition procedure.

The Institute may employ a staff member as of the 1st of the month following the announcement of the results of the competition.

We would like to inform you that the Institute has implemented and maintains the standards of the European Charter for Researchers and the principles of the Code of Conduct for the Recruitment of Researchers and the OTMR policy, in accordance with the guidelines and recommendations of the European Commission.