

## **Announcement of a Competition for the Position of Head of the Department of Reproductive Biology and Stem Cells at the Institute of Human Genetics PAS**

Candidates who meet the requirements specified in the Act of April 30, 2010, on the Polish Academy of Sciences (Journal of Laws of 2020, item 1796, as amended) and in the Regulations for Conducting Competitions for Scientific Positions at the Institute of Human Genetics of the Polish Academy of Sciences in Poznań.

The Institute of Human Genetics of the Polish Academy of Sciences in Poznań is one of Poland's leading research centers, focusing on understanding the molecular basis of genetic diseases and developing modern diagnostic and therapeutic strategies. Through the Institute's of Human Genetics, PAS dynamic growth and access to advanced research infrastructure, we create an environment where scientific innovation meets practical applications in medicine.

We announce a competition for the position of **Head of the Department of Reproductive Biology and Stem Cells**, who will lead a scientific team implementing projects in the fields of reproductive biology, reproductive health, stem cells, and regenerative medicine. We are looking for a leader with a significant scientific track record in the field of medical sciences, with particular emphasis on human genetics, reproductive biology, regenerative medicine, medical biology, and translational research, who will guide the existing research team, act as a mentor, and at the same time contribute to the growth of the scientific potential of the Department and the Institute on the international stage. Compliance with ethical standards in conducting scientific research, a clear vision for the development of the Department, and experience in team management are key criteria in selecting the candidate. Information about the Department of Reproductive Biology and Stem Cells:

<https://igcz.poznan.pl/en/structure/department-of-reproductive-biology-and-stem-cells/>

Keywords: spermatogenesis; infertility; male infertility; genomics, epigenetics, and cytogenetics of sperm; biochemical, immunological, and molecular causes of male infertility; high-throughput methods for identifying gene variants associated with male infertility; stem cell differentiation; induced pluripotent stem cells (iPSCs); regenerative medicine; mouse models; clinical trials; diagnostic algorithms

### **Requirements for Candidates:**

1. **Scientific achievements:** Significant accomplishments in fields such as molecular genetics, molecular biology, genomics, proteomics, or bioinformatics, documented by peer-reviewed publications in prestigious scientific journals.
2. **Organizational skills:** Ability to effectively manage research projects, secure external funding (grants), and oversee research teams.

3. **Leadership and Mentorship:** Proven experience in team management, inspiring fellow researchers, and supporting the development of young scientists. Experience in mentoring and fostering the growth of scientific personnel.
4. **High Ethical Standards:** Commitment to the highest ethical standards in scientific research and team management, ensuring transparency in all activities.
5. **Vision for Department Development:** Clearly defined strategy for the Department's scientific and organizational growth, promoting teamwork and interdisciplinary research initiatives.
6. **Collaboration and Communication Skills:** Established network of scientific collaborations and strong communication skills, including international interactions, to strengthen the Department's and Institute's position in the global field of molecular and clinical genetics.
7. **Contribution to the Institute's Development Strategy:** Active participation in shaping the Institute's development strategy by leveraging its scientific, technical, and human resources to foster innovation and high-quality research. Defining new research directions and creating opportunities for interdisciplinary collaboration within the Institute and with external partners to enhance the Institute's international research presence.

#### **What Do We Offer to the New Head of the Department:**

1. **Managing a research team of the department**, which currently includes: 5 engineering-technical staff, 2 research-technical staff, 1 independent clerk, 1 assistant, 1 assistant professor, 2 institute professors, and 1 full professor. Influence over shaping future staffing of the Department.
2. **Laboratory space** of 144 m<sup>2</sup> equipped with apparatus for molecular biology techniques and in vitro cell culture.
3. **Office space** of 45 m<sup>2</sup>, fully furnished.
4. **Advanced research facilities:** The Institute of Human Genetics PAS has modern laboratories and specialized units, including a sequencing facility, imaging facility, and bioinformatics facility, which support cutting-edge, world-class research.
5. **Grant Acquisition Support:** The Head of the Department will receive comprehensive assistance from the Institute's grant office in securing funding from national and international sources.
6. **Opportunities for scientific development:** The Institute fosters an environment that encourages academic freedom, scientific development, collaboration with leading research centers worldwide, and participation in international research networks.
7. **Interdisciplinary and International Research Environment:** The Institute employs researchers from Poland and abroad, combining expertise from various scientific disciplines — from molecular biology to bioinformatics — creating broad opportunities for collaboration.
8. **Impact on the development of young scientists:** The Head of Department will have a direct impact on training the next generation of scientists.
9. **Job stability:** We offer employment at a renowned and growing research institution (Category A unit), with opportunities for further scientific career advancement.
10. **Number of positions available:** 1
11. **Employment Terms:** 12-month employment contract with the possibility of extension.
12. **Remuneration:**
  - a) The Institute currently applies the following monthly base salary rates, depending on the position:
    - **Assistant Professor:** PLN 6 900 gross
    - **Institute Professor:** PLN 7 800 gross
    - **Professor:** PLN 9 400 gross

- b) **Seniority allowance** is granted based on the candidate's work experience.
  - c) A **functional allowance** is granted in accordance with the remuneration regulations – up to **150% of the minimum wage**.
  - d) It is also possible to receive **discretionary bonuses**.
13. **Additional benefits:** An attractive benefits package (English lessons, co-financing of sports activities, Employee Benefits Fund), and opportunities for professional development.

**I. Essential conditions for admission to the competition:**

1. At least a post-doctoral degree (habilitation) in medical sciences or related fields. In the case of foreign candidates, a minimum of 8 years of research experience after obtaining a doctoral degree is expected, confirmed by significant scientific achievements, independence in conducting research, and active participation in international research projects.
2. Submission of the complete competition documentation.

**II. Candidate Evaluation Criteria:**

1. Scientific achievements documented by publications, in the context of effective years of work.
2. Effectiveness in obtaining funding for research and/or development projects.
3. Experience in leading a research team, including mentoring and supervising doctoral students.
4. A well-defined concept for the department's operation and development.

**III. Required documents:**

1. Employment application addressed to the Director, including correspondence address, contact details (e-mail address and phone number),
2. Scan or photocopy of the diploma confirming the awarded scientific degree,
3. Scan or photocopy of the academic title (if applicable),
4. Scientific CV including ORCID identifier (maximum 2 pages A4),
5. A list of publications, highlighting up to five of the most significant works completed within the last five years of the candidate's scientific career (excluding career breaks), as well as patent applications, patents, research project implementations, and a bibliometric analysis according to SCOPUS,
6. Information on the number of citations of publications or self-citations, the Hirsch index value, and the number of years effectively worked in science (after deducting breaks),
7. List of research projects (including applied and implementation projects) that the candidate led or was the principal investigator of, along with 1–3 most important publications resulting from these projects or other measurable project outcomes,
8. The candidate should provide a list of 2–3 persons who can provide references about them. The indicated persons should be experts in a field related to the competition and have knowledge of the candidate's achievements and competences. The submission should include their names, affiliations, and contact details.
9. Self-report (max. 4 A4 pages, 3,500 characters) containing a concise description of: the course of the scientific career, research areas pursued, achievements to date, participation in research

- projects, supervision of doctoral students, experience in managing research teams, and any other information the candidate considers relevant for the evaluation,
10. Concise description of the concept for the functioning and development program of the research department (max. 5 A4 pages),
  11. Consent to the processing of the candidate's personal data for the purposes of the competition, (available at: [http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Zgoda-rekrutacja-Consent\\_for\\_the\\_processing.pdf](http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Zgoda-rekrutacja-Consent_for_the_processing.pdf))
  12. Candidate's statement confirming familiarity with the rules for conducting competitions for scientific positions at the Institute of Human Genetics PAS in Poznań, (available at: [http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Oswiadczenie\\_regulamin-Statement\\_Regulations.pdf](http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Oswiadczenie_regulamin-Statement_Regulations.pdf)),
  13. Candidate's statement that, if they win the competition, the Institute of Human Genetics PAS will be their primary place of employment, (available at: [http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Oswiadczenie\\_miejsce\\_pracy-Statement\\_place\\_of\\_work.pdf](http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Oswiadczenie_miejsce_pracy-Statement_place_of_work.pdf)).

#### **IV. Application Submission Procedure:**

Individuals interested in participating in the competition are requested to submit a complete set of signed documents with the note "Competition for the Head of the Department of Reproductive Biology and Stem Cells" to the following address:

Instytut Genetyki Człowieka PAN  
ul. Strzeszyńska 32, 60-479 Poznań

Applications can be submitted in the following ways:

- In person at the Institute's headquarters,
- By traditional mail – as a registered letter sent to the above address,
- By email – to: [katarzyna.surdyk@igcz.poznan.pl](mailto:katarzyna.surdyk@igcz.poznan.pl).

In the case of submitting an application electronically, the documents must be signed with an electronic signature (qualified, trusted, or personal), or a scan of the documents bearing a handwritten signature must be attached.

#### **V. Deadline for submitting documents: September 8, 2025.**

#### **VI. Candidate selection procedure:**

1. The initial verification of documents is carried out by the IGC PAS Secretariat. There is a possibility to supplement the documentation once before the deadline for submitting competition documents.
2. Selected candidates will be invited to present their achievements and their concept for the operation and development of the department to the Competition Committee.
3. Candidates may also be asked to present their research and scientific plans in a forum at the Institute.

**VII. Competition Resolution Deadline:** up to 60 days from the deadline for submitting documents. The position is available from **January 1, 2026**.

**VIII.** Link to the BIP IGC PAN website where the competition announcement is posted:

<https://bip.igcz.poznan.pl/konkurs/>

**IX. Information on the candidate's right to appeal if negatively evaluated by the competition committee**

Candidates who receive a negative evaluation from the Competition Committee have the right to appeal the assessment results. The appeal must be submitted to the Director of the Institute within 7 days from the date of receiving the negative evaluation from the Competition Committee. The decision of the Director of the Institute is final.

Director

  
DIRECTOR  
Institute of Human Genetics  
Polish Academy of Sciences

*Prof. Maciej Giefing, PhD*