

**Terms and conditions of conducting competitions
and recruitment for scientific positions
financed from funds other than subsidies for
primary statutory activity
at the Henryk Niewodniczański Institute of Nuclear Physics Polish
Academy of Sciences**

I. Introduction

1. These terms and conditions specify the rules of conducting competitions and recruiting candidates for scientific positions (research assistant, adjunct, Institute professor, professor) at the Henryk Niewodniczański Institute of Nuclear Physics Polish Academy of Sciences, hereinafter referred to as the Institute, financed from funds other than subsidies for primary statutory activity of the Institute, in particular from grants of the National Science Centre, the National Centre for Research and Development, Foundation for Polish Science and other national and foreign institutions and organizations financing research, as well as from financial resources for the provision of services, building scientific apparatus, participation in building national and foreign scientific infrastructure, and funds for scientific collaboration.
2. The employment referred to in Point 1 in a given scientific position, hereinafter referred to as the job position, may be concluded for a specified period of time, but not longer than necessary for the implementation of commitments of the Institute resulting from agreements ensuring funds for covering the costs of this job position.
3. Candidates taking part in the competition for the job position have to meet the conditions specified in: the Act on the Polish Academy of Sciences of April 30, 2010 (Journal of Laws of 2020, item 1796 as amended), the Statute of the Institute and in agreements ensuring funds for covering the costs of this job position.

II. Competitive process

1. The competition is opened at the request directed to the Institute Director by the Head of an organizational unit of the Institute (scientific division or Cyclotron Centre Bronowice), hereinafter referred to as the Head, in agreement with the head of an internal organizational unit where the job position is offered.
2. The Institute Director announces an open competition for the job position at the Institute in accordance with the Policy on Open, Transparent and Merit-Based Recruitment of Researchers at the Henryk Niewodniczański Institute of Nuclear Physics Polish Academy of Sciences, constituting Attachment no. 1 to Decree no. 17/2021 of April 13, 2021.
3. Candidates wishing to take part in the competition submit their applications to the Employment Department of the Institute within the time limit and manner specified in the announcement. The announcement also specifies a list of documents that the application has to include.

4. The candidates' applications are examined and reviewed by the selection committee. The selection committee is made up of: the Head as the committee chairman, a grant holder and a representative of the Institute Director. If the Head is simultaneously the grant holder, the Institute Director designates an additional person to be a member of the committee.
5. Based on the submitted applications, the selection committee prepares a list of the candidates admitted to the competition.
6. For the purpose of collecting additional information about the candidates, the selection committee may invite the selected candidates to interviews or ask them to give presentations and, if need be, may apply to the Institute Director for extending the composition of the selection committee.
7. The selection committee's sessions and interviews may take place in a remote manner with the use of electronic means of communication ensuring a real-time broadcast of the sessions and real-time two-way communication.
8. The selection committee selects the winner of the competition and gives recommendations as to his/her employment at the Institute.
9. The report on the works of the committee and its recommendation are passed to the Institute Director, who takes a decision about the employment of the candidate.
10. If the decision is positive, the winner of the competition receives an offer of employment at the Institute, and if the decision is negative, the winner of the competition receives information about the Institute Director's decision.
11. Candidates shall receive information about the results of the competitive process with regard to their candidacy, including the indication of their strong and weak sides, in paper or electronic form within 14 days from the moment of approving the recommendations by the Institute Director.
12. The Institute Director informs the Scientific Council about the result of the competition and his decision about the employment of the winner of the competition.
13. A candidate shall have the right to appeal against the recommendation of the selection committee to the Board of Appeal at the Scientific Council of the Institute within 14 days from the date of receipt of information about the results of the competitive process.

These Terms and Conditions were adopted at the session of the Scientific Council of the Institute on April 12, 2021.