

RULES OF SELECTING THE WINNERS OF THE COMPETITIONS FOR DEFINITE PERIOD/INDEFINITE PERIOD EMPLOYMENT AT IMPAN

Steps:

1. The Director launches the competition and announces it on the webpage of the Institute and on the European portals;
2. The Committee for Employment and Assessment of the Scientific Activities of Employees ("the Committee") receives the collected documents, assesses the candidates' merits and prepares the ranking list;
3. Based on the ranking list, the Director makes employment offers;
4. The employment of candidates who were offered positions must be approved by the Scientific Council of IMPAN.

The candidates in each competition are assessed and chosen by the Committee for Employment and Assessment of the Scientific Activities of Employees.

The basis for assessing candidates is: a scientific CV, the list of publications and a research program. In case of young scientists, the recommendations from their scientific mentors are also taken into consideration. Moreover, the Committee consults Heads of the Departments in which the candidate is supposed to work and, if necessary, the opinions of external experts.

When assessing the candidates, the Committee takes into consideration the following criteria:

- Scientific output, importance of the achieved results and the impact they have on other scientists' research
- in other scientists' research;
- Scientific potential of the candidate (it applies to young scientists);
- Scientific value and chances of implementing the presented research program;
- The expected results of the scientific work at IMPAN during employment;
- Similarity of past performance and of the research program with the subject-matter pursued by mathematicians employed at the Institute;
- Chances of effective collaboration with mathematicians employed at IMPAN;
- The need to either expand or reduce thematic teams at the Institute;
- In addition, when assessing the candidatures for permanent positions, the Committee takes into consideration the organizational skills and the candidate's aptitude at exercising organizational and scientific functions at the Institute;
- In case of fixed term employment, the Committee gives higher priority to candidates who have not been employed at the Institute so far, or who have been employed for a short time;
- The Committee gives lower priority to candidates who are not prognosticated to establish significant scientific collaboration with members of the existing teams.

Taking into consideration the level of scientific expertise and the Institute's abilities concerning new employments, the Committee prepares the list of best

candidates to be employed, should the finances allow. Apart from the candidates definitely recommended for employment, in case of competitions where more positions can be filled, the Committee prepares a reserve list.

The results of the competition are presented in writing to the Director of the Institute without delay.