

IBCH PAS RECRUITMENT NO. 1/2026
for THE DEPUTY PLENIPOTENTIARY OF THE DIRECTOR FOR PCSS
FOR SCIENTIFIC AFFAIRS

DISCIPLINES OF SCIENCES: computer and information sciences, information and communication technology

INSTITUTION: Institute of Bioorganic Chemistry Polish Academy of Sciences (IBCH PAS)

VENUE: Poznań, Poland

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IBCH PAS WEBSITE: <http://www.ibch.poznan.pl>

KEY WORDS: informatics, information technologies, computing clusters, analysis of big data sets, modeling of biological and chemical processes, machine learning, IT applications, artificial intelligence solutions for science.

The competition for the Deputy Plenipotentiary of the Director for Scientific Affairs is conducted by the Competition Committee selected at the 144th plenary meeting of the Scientific Council of the Institute of Bioorganic Chemistry of the Polish Academy of Sciences in Poznań on March 18, 2026.

Poznan Supercomputing and Networking Center (PCSS), affiliated with Institute of Bioorganic Chemistry Polish Academy of Sciences (IBCH PAS) in Poznań, is one of the largest networking and supercomputing centers in Poland. PCSS serves as an international hub of the European research area for ICT and an important research and development center. It hosts projects under the EU Framework Programs in cooperation with more than 1,000 partners worldwide and conducts advanced research projects, inter alia, in the fields of big data, cloud computing, and quantum technologies. More information on PCSS can be found here: <https://www.psnc.pl/>

The recruitment encompasses two stages:

- 1) formal evaluation of competition entries and assessment of candidates' scientific and professional qualifications based on the documents submitted;
- 2) assessment of knowledge and managerial competencies based on an interview. During the interview, the candidate is required to present the concept of conducting scientific research and the idea of scientific staff development at PCSS.

Responsibilities:

1. Establishing Research Departments/Groups at PCSS to conduct research in the fields of computer science, technical computer science, telecommunications, and the application of computer science approaches in the life sciences.
2. Planning and implementing the long-term strategy for PCSS's scientific activities, developing plans, and coordinating the implementation of scientific research.
3. Coordinating and overseeing activities related to obtaining external funding for scientific activities and implementing obtained scientific and R&D projects.
4. Developing and coordinating collaboration with the scientific community in Poland and abroad in the field of scientific research.
5. Representing PCSS in external contacts related to PCSS's scientific activities.
6. Developing tools and resources necessary for educating research staff in computer science and developing PCSS's scientific staff.
7. Coordinating the dissemination of knowledge resulting from research conducted at PCSS through scientific publications and educational and outreach activities.
8. Supervising and coordinating work related to the preparation of reports on PCSS's scientific activities, including those for evaluation by external entities.
9. Collaborating with the Deputy Director for Scientific Affairs and the IBCH PAS Scientific Council regarding PCSS's scientific activities.
10. Conducting periodic assessments of the scientific activities of PCSS employees included in the N number.

Requirements:

1. At least a habilitation degree in science in computer and information sciences, information and communication technology, or a related discipline. For applications from outside Poland (countries where the habilitation degree is not available), a minimum doctoral degree and at least 5 years of experience in a research institution are required.
2. Experience in conducting scientific research, including securing research projects funded by domestic and international sources.
3. Experience working in a foreign research institution (minimum 3 months).
4. Scientific achievements confirmed by scientific publications in the areas of computer and information sciences, information and communication technology, and the application of IT approaches in the life sciences.
5. At least 3 years of experience in managing research teams.

6. Excellent command of English, both technical and communication skills, verified during the interview.
7. Ability to organize work, commitment, and a strong motivation for continuous development.
8. Communication skills, ease of networking, and conflict resolution skills.
9. Commitment to non-competition (concurrent employment under an employment contract at another institution is not permitted).
10. Experience in a managerial position in a research institution will be an additional asset.

Required documents:

1. Application addressed to the Director of the IBCH PAS.
2. Curriculum vitae with cover letter.
3. Copies of documents confirming education, professional titles, academic degrees, and academic titles, certified as true copies of the originals.
4. Description of professional and scientific achievements to date, including: a list of positions held, including the period of service in these positions, scope of responsibilities, and number of subordinates (if applicable); a list of scientific and organizational achievements; a list of publications and patents; a list of awards received; a list of research fellowships, training courses, and specialized courses completed, including the dates in which they took place.
5. A developed concept for conducting scientific research and developing scientific staff at PCSS, in the form of a multimedia presentation, allowing for its presentation in approximately 15 minutes, submitted electronically.
6. References confirming the academic experience, skills, and performance of duties from the previous employer.
7. Declaration of consent to the processing of the personal data for the purposes of the competition.

Conditions:

1. Working hours: 1 full-time position, with the possibility of secondment of up to 0.5 full-time positions to project implementation.
2. Remuneration to be determined depending on the candidate's skills and experience.
3. Appointment as Deputy Plenipotentiary of the Director for Scientific Affairs at PCSS for a period of 2 years. The appointment may be extended upon a positive evaluation by the Scientific Council of the IBCH PAS.

Selection criteria:

1. Formal verification of submitted applications. Candidate's education and experience in research and management positions. Competencies in the field of scientific research within PCSS.
2. The candidate's concept of conducting research at PCSS presented during the interview.
3. Soft skills – motivation to work, communication skills, and team management skills.
4. Appointment as Deputy Plenipotentiary of the Director for Scientific Affairs at PCSS will be preceded by consultation with the Scientific Council of the IBCH PAS.

Applications should be filed at the Secretariat of the Institute of Bioorganic Chemistry PAS in Poznań, or sent to the following address:

Institute of Bioorganic Chemistry, PAS
Z. Noskowskiego 12/14
61-704 Poznań

with a note: RECRUITMENT for THE DEPUTY PLENIPOTENTIARY OF THE DIRECTOR FOR PCSS FOR SCIENTIFIC AFFAIRS

For additional information, please contact:

The Secretariat of the Director of IBCH PAS, e-mail: ibch@ibch.poznan.pl

Information clause:

Under article 13 of the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation), further referred to as GDPR, we hereby inform that:

1. *The Institute of Bioorganic Chemistry, Polish Academy of Sciences, seated in Noskowskiego St. 12/14, 61-704 Poznan; REGON 000849327, NIP 777-00-02-062 is the administrator of the collected personal data (further referred to as the Institute).*
2. *The Administrator appointed a Data Protection Officer, who can be contacted in writing, via traditional mail, by sending a letter to the following address: Z. Noskowskiego St. 12/14, 61-704 Poznan, or by sending an e-mail to: dpo@ibch.poznan.pl.*
3. *The personal data of the candidates is processed for the purposes of fulfilling the tasks of the administrator, associated with conducting the recruitment procedure for a vacant position.*
4. *The legal basis for processing personal data is the Act of 26 June 1974 – The Labor Code, Act of 30 April 2010 on the Polish Academy of Sciences or the consent of the person whose data shall be subjected to processing.*
5. *Your personal data shall be subjected to processing for period of 3 months upon the date of the decision of the recruitment committee. Following this period, the data will be irretrievably and effectively destroyed.*
6. *The personal data of the candidates shall not be transferred to any third country.*
7. *The person whose data shall be subjected to processing has the right to:*
 - a) *request access to his/her personal data, and to amend it or delete it, pursuant to articles 15-17 of GDPR;*
 - b) *limit data processing, in the events stipulated in Article 18 of GDPR;*
 - c) *data transferring, pursuant to Article 20 of GDPR;*
 - d) *withdraw consent at any moment, without influencing compliance with the law of the processing that was executed prior to consent withdrawal;*
 - e) *file a complaint to the Inspector General for Personal Data Protection.*

Providing personal data in the scope stipulated in article 22 (1) of the Act of 26 June 1974 – The Labor Code is mandatory, whereas providing data in a broader scope is voluntary and requires consent for its processing.

Whistleblower Protection:

Please be informed that when reporting violations using the dedicated whistleblower system, the personal data of the reporting individual will be processed in accordance with the applicable data protection regulations, including the aforementioned Regulation of the European Parliament and of the Council (EU 2016/679 of April 27, 2016). We ensure the confidentiality and protection of the identity of whistleblowers, and their data will not be disclosed without their consent unless required by law.

Detailed rules regarding the protection of personal data and the procedures for reporting violations can be found in our Internal Reporting Regulations at the Institute of Bioorganic Chemistry of the Polish Academy of Sciences, available via the

following link:

[https://portal.ichb.pl/wp-](https://portal.ichb.pl/wp-content/uploads/2024/09/ZacznikdoZarzdzienianr29_09_2024REGULAMINZGOSZEWEWNTRZNYCH-1.pdf)

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