

FORM FOR EMPLOYERS

INSTITUTION Nicolaus Copernicus Astronomical Center

of the Polish Academy of Sciences

CITY: Warsaw, Bartycka 18

POSITION Institute Professor (Professor of the Institute)

DISCIPLINE Astrophysics

POSTED: March 13 2026

EXPIRES **April 15, 2026**

WEBSITE: www.camk.edu.pl/en/

KEY WORDS **Classical Cepheids, related pulsators, Eclipsing binaries, Distance-scale / extragalactic benchmarks**

DESCRIPTION **Nicolaus Copernicus Astronomical Center, Polish Academy of Sciences (CAMK PAN)** invites applications in an **open competition** for the position of **Institute Professor (Professor of the Institute)**. The appointment is offered as **full-time employment** on an **open-ended contract (permanent position)**. **CAMK PAN shall be the candidate's primary place of employment**, and the work is to be performed **on-site (no remote-work arrangement)**.

1) Organisational unit / place of work

The successful candidate will be employed in CAMK PAN research unit in Warsaw, Bartycka 18.

2) Scientific profile and scope of duties

We seek a researcher with an internationally visible track record and leadership potential in **stellar astrophysics and time-domain astronomy**, with emphasis on topics such as:

- **Classical Cepheids and related pulsators** (e.g., empirical constraints on the instability strip, period transformations, projection factors),
- **Binary and multiple systems involving pulsating stars**, including **double-lined spectroscopic binaries**,
- **Eclipsing binaries** and precise determination of stellar parameters,

- **Distance-scale / extragalactic benchmarks** based on variable stars and binaries,
- Advanced analysis of photometric and spectroscopic time series, modelling of complex light-curve phenomena, and contributions to open research outputs (e.g., curated datasets/catalogues).

The position involves: conducting independent research at the highest international level; initiating and leading collaborations; actively applying for national and international research grants to secure external funding for scientific activities; mentoring junior researchers; and contributing to CAMK PAS scientific life and organisational activities.

The competition evaluation takes into account publication output, coherence and specificity of the proposed research agenda with the unit's profile, scientific-development perspective, success and activity in acquiring external research funding, supervision/mentoring experience, organisational activity, and teaching experience.

3) Candidate requirements (selection criteria)

Applicants are expected to demonstrate:

- A PhD degree and **habilitation (doktor habilitowany) or equivalent scientific achievements** appropriate for the position of Institute Professor.
- A strong, recent record of publications in leading international journals and active participation in international collaborations, particularly in the scientific areas listed above.
- A well-defined research plan aligned with CAMK PAN research directions and with clear potential for further development.
- Evidence of research leadership and mentoring/supervision of junior researchers (or clear readiness to undertake such a role).
- Organisational service to the scientific community (e.g., coordination of projects, conference organisation, collaboration-building).
- Teaching experience or readiness to contribute to teaching and training activities.

4) Required application documents

Candidates applying for **the** position are required to submit:

1. **Copies of diplomas:** higher-education diploma(s), PhD diploma, and habilitation diploma (and proof of professorial title, where applicable).
2. **Academic CV (scientific résumé)** describing research, teaching, and organisational achievements, **including a full publication list, plus a list of the most important recent publications.**
3. A detailed **research plan** (3–5 pages) outlining:
 - (a) the main scientific objectives for the next 5 years;
 - (b) the originality and international relevance of the proposed research;
 - (c) methodology and available and/or required research infrastructure;
 - (d) plans for national and international collaboration;

- (e) strategy for securing external research funding;
 - (f) plans for mentoring PhD students and postdoctoral researchers;
 - (g) expected scientific outputs and broader scientific impact.
4. **Other documents** demonstrating that the candidate meets the competition requirements (e.g. evidence of leadership/mentoring, selected achievements, etc.).
 5. **At least one letter of recommendation** from a renowned scientist with an established international reputation in the relevant field. The candidate is responsible for arranging for the referee to send the signed recommendation letter directly to the address indicated in this announcement before the application deadline.

The Selection Committee reserves the right to seek additional confidential opinions from scientists or recognised experts in the relevant discipline, selected at its discretion, regarding the candidate's scientific achievements and professional standing.

How to submit: Please send the application as a single PDF (or a structured set of PDFs) to: recruitment@camk.edu.pl with the subject line: "**Institute Professor competition – CAMK PAN**".

5) Key dates

- **Application deadline: April 15, 2026**
- **Planned competition outcome / decision date:** May 22, 2026
- **Start of employment:** as soon as possible after the competition decision and approval by the Scientific Council, but no later than 1 January 2027 (exact start date negotiable).

6) Employment conditions

- **Type of contract:** employment contract, **open-ended (permanent)**
- **Workload:** full-time
- **Primary workplace:** CAMK PAN, Warsaw
- **Mode of work:** task-based working time system, performed on-site at CAMK PAN, Warsaw; remote work is not envisaged, except for occasional remote work where obligatory under applicable labour regulations.
- **Statutory declarations:** the successful candidate will be required to submit declarations resulting from the Act of 20 July 2018 – Law on Higher Education and Science, including a declaration indicating the scientific discipline of astronomy and inclusion in the number "N" (research staff counted for evaluation purposes).
- **Remuneration:** The monthly remuneration consists of:
 - (a) a base salary determined in accordance with the regulations of the Ministry of Science and Higher Education (currently PLN 7,777.10 – ca. 1835 EUR – gross per month for this position);
 - (b) a seniority allowance (long-service bonus) up to 20 % of base salary, depending on years of employment;

- (c) a monthly performance-based bonus awarded annually in accordance with the internal remuneration regulations of CAMK PAN, depending on the employee's annual achievements. The performance bonus may amount to up to 1.5 times the salary of a professor (currently 9370 PLN gross) as defined in the applicable national regulations.

The remuneration is subject to mandatory social security contributions and advance payments of personal income tax in accordance with Polish law.

7) Additional information on the procedure

The competition is announced by the Director of CAMK PAS and is open in nature.

Applications meeting the formal requirements specified in this announcement are admitted to the procedure.

The selection committee evaluates candidates based on submitted documents and may invite shortlisted candidates for an interview. During the procedure, the candidate may also be requested to deliver a scientific seminar at CAMK PAN and/or to present their candidacy, including their research plans, before the Scientific Council of CAMK PAN.

8) Equal opportunities and responsible research environment

CAMK PAN is committed to providing an **inclusive, respectful, and supportive research environment**, aligned with European recommendations promoting excellence, equality, diversity, and good working conditions in research careers.

CAMK PAN applies **open, transparent and merit-based recruitment and selection procedures**. CAMK PAN recognises that **career breaks or non-linear career paths must not be penalised**; applicants may submit **evidence-based CVs** reflecting a representative range of achievements relevant to the post. Selection procedures should value creativity, independence, and the full range of experience, and aim to mitigate bias (including gender bias).

9) Contact

For all questions: prof. Leszek Zdunik, e-mail: jlz@camk.edu.pl