

## FORM FOR EMPLOYERS

INSTITUTION Nicolaus Copernicus Astronomical Center

of the Polish Academy of Sciences

CITY: Warsaw, Bartycka 18

POSITION: Assistant Professor / Adiunkt

DISCIPLINE Astrophysics

POSTED: March 13 2026

EXPIRES **April 30, 2026**

WEBSITE: [www.camk.edu.pl/en/](http://www.camk.edu.pl/en/)

KEY WORDS: **Observational and modelling studies, High-precision photometry and spectroscopy, Distance scale calibration, Eclipsing and spectroscopic binary systems**

DESCRIPTION: Three Tenure-Track Positions (Assistant Professor / Adiunkt) **Nicolaus Copernicus Astronomical Center, Polish Academy of Sciences (CAMK PAN), Warsaw, Poland** announces an open competition for **three full-time tenure-track positions (Assistant Professor / Adiunkt)**.

The positions are offered for a **fixed term of five (5) years**, full-time employment, at **CAMK PAN in Warsaw, Poland**.

The competition is conducted in accordance with the principles of open, transparent, and merit-based recruitment.

### ***1. Scientific scope and research environment***

The successful candidates will conduct research connected with scientific programs carried out at the **Cerro Murphy Observatory (Chile)** and within the framework of the **Araucaria Project**, an international research initiative focused on precise stellar astrophysics and the extragalactic distance scale.

Research areas of particular interest include (but are not limited to):

- Variable stars (e.g. classical Cepheids, Type II Cepheids, RR Lyrae stars),
- Eclipsing and spectroscopic binary systems,
- Precise determination of stellar parameters,

- Distance scale calibration and stellar population studies,
- Time-domain astrophysics,
- High-precision photometry and spectroscopy,
- Observational and modelling studies directly linked to Cerro Murphy instrumentation and observing campaigns.

The selected candidates are expected to actively participate in observational programs associated with Cerro Murphy Observatory and to contribute to the scientific development of the Araucaria Project within CAMK PAN.

## **2. Duties**

The position involves:

- Conducting independent research at a high international level,
- Active participation in research programs related to Cerro Murphy Observatory and the Araucaria Project,
- Preparing and publishing research results in leading international journals,
- Preparing and submitting applications for competitive national and international research grants,
- Mentoring PhD students and junior researchers,
- Contributing to the scientific life and organisational activities of CAMK PAN.

## **3. Candidate requirements**

Applicants must:

- Hold a PhD degree in astronomy, astrophysics, or a closely related discipline,
- Demonstrate a strong publication record in international peer-reviewed journals,
- Show experience in observational astrophysics and/or advanced data analysis relevant to the Cerro Murphy / Araucaria research profile,
- Present a **five-year research plan** aligned with the scientific programs conducted at Cerro Murphy Observatory and within the Araucaria Project,
- Demonstrate the ability to work within international collaborations,
- Show potential for independent scientific development.

Experience in applying for competitive research funding will be considered an advantage.

## **4. Research plan requirement**

Applicants must submit a **detailed five-year research plan (5–7 pages)** covering:

- Main scientific objectives,
- Relevance to Cerro Murphy Observatory and the Araucaria Project,
- Methodology and observational strategy,
- Required instrumentation and infrastructure,
- Planned collaborations,

- Funding strategy (national and/or international grants),
- Expected scientific outputs and impact,
- Vision for developing an independent research profile within CAMK PAN.

### **5. Employment conditions**

- **Position type:** Assistant Professor (Adiunkt), tenure-track
- **Contract duration:** 5 years (fixed-term)
- **Workload:** full-time
- **Primary workplace:** CAMK PAN, Warsaw
- **Mode of work:** task-based working time system, performed on-site at CAMK PAN; remote work only as required by applicable labour regulations
- **Scientific discipline declaration:** the successful candidate will be required to submit declarations under the Act on Higher Education and Science, indicating the scientific discipline of astronomy and inclusion in the institutional research staff number (“N”).
- **Remuneration:** The monthly remuneration consists of:
  - a base salary determined in accordance with the regulations of the Ministry of Science and Higher Education (currently PLN 6,840.10 – ca. 1613 EUR – gross per month for this position);
  - a seniority allowance (long-service bonus) up to 20 % of base salary, depending on years of employment;
  - a monthly performance-based bonus of up to 50% of the base salary, awarded in accordance with the internal remuneration regulations of CAMK PAN.

In the case of participation in research projects financed from external sources, the remuneration rules may be adjusted and aligned with the regulations and funding principles defined by the respective external funding institutions.

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

### **6. Tenure-track pathway**

The five-year appointment may lead to permanent employment (open-ended contract), provided that the candidate:

1. Obtains the degree of **doktor habilitowany (habilitation)**, and
2. Demonstrates significant scientific achievements and active engagement in acquiring competitive research funding, including a substantial role (e.g., Principal Investigator, Co-Principal Investigator, or leading Work Package leader) in major national or international research projects (such as NCN, ERC, Horizon Europe, or equivalent programs), or documented contribution to large-scale collaborative research initiatives conducted at CAMK PAN.

Securing external funding is expected to form part of the candidate’s long-term development strategy; however, permanent employment is not contingent upon obtaining a single specific

grant type. Evaluation will consider the candidate's overall contribution to strengthening the research capacity and international competitiveness of CAMK PAN, including participation in large collaborative projects.

Permanent employment is not automatic. It requires:

- A positive comprehensive scientific evaluation, taking into account research achievements, leadership, contribution to team-based research structures, and funding activity, and
- Success in an open competition for the position of **Institute Professor at CAMK PAN**.

### ***7. Required application documents***

Applicants are required to submit:

1. Copies of academic diplomas (PhD diploma required),
2. Academic CV including full publication list,
3. A list of up to 10 most important publications,
4. Five-year research plan (as described above),
5. At least two letters of reference to be sent directly by their authors. 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.
6. Any additional documents demonstrating scientific achievements.

Applications must be submitted in English as a single PDF (or structured PDF set) to:

**recruitment@camk.edu.pl**

Subject line: **"Tenure-track position – CAMK PAN – Cerro Murphy"**.

### ***8. Selection procedure***

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

Applications meeting formal requirements will be evaluated by a selection committee.

Shortlisted candidates may be invited:

- For an interview,
- To deliver a scientific seminar at CAMK PAN,
- To present their research plans before the Scientific Council of CAMK PAN.

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.

### ***9. Key dates***

- **Application deadline: April 30, 2026**
- **Planned competition outcome / decision date: June 19, 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).**

#### ***10. Equal opportunity statement***

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).