

FORM FOR EMPLOYERS

INSTITUTION: Institute of Human Genetics PAS

CITY: Poznań

POSITION: : **assistant**

DISCIPLINE: Medical sciences

POSTED: November 19, 2025

EXPIRES: December 18, 2025

WEBSITE: <http://bip.igcz.poznan.pl/konkurs/>

KEY WORDS: molecular genetics, molecular basis of human diseases, rare diseases, motile cilia, primary ciliary dyskinesia, neoplastic diseases, functional studies in an animal model, cell cultures, translational medicine

DESCRIPTION (field, expectations, comments):

ANNOUNCEMENT OF THE COMPETITION FOR A SCIENTIFIC POSITION

The Director of the Institute of Human Genetics, Polish Academy of Sciences in Poznan (IHG PAS) announces an open competition for the position of an **assistant** at the Department of Molecular and Clinical Genetics of the IHG PAS

The competition is open to persons who meet the conditions set out in the Act of 30 April 2010 on the Polish Academy of Sciences (Journal of Laws of 2020, item 1796, as amended) and the Regulations for conducting competitions for scientific positions at the Institute of Human Genetics, Polish Academy of Sciences in Poznan.

I. General information

1. Institution announcing the competition: **Institute of Human Genetics PAS**
2. City: **Poznań**
3. Position: assistant
4. Discipline: **medical sciences**
5. Number of vacancies: **1**
6. Planned remuneration: **5 800,00 PLN/month gross**
7. Employment duration: Employment might begin with a probationary contract, followed by a one-year contract. Afterwards, it may continue as either a fixed-term contract (up to 33 months) or a permanent contract.
8. Competition announcement date: **19.11.2025**
9. Deadline for document submission: **18.12.2025**
10. Address to which documents should be submitted personally or by post (stating “**assistant ZGMIK**”) to the:

Institute of Human Genetics PAS, 32 Strzeszyńska street, PL-60-479 Poznań or electronically to the following address: katarzyna.surdyk@igcz.poznan.pl putting “assistant ZGMIK” in the title.

11. Link: <http://bip.igcz.poznan.pl/konkurs/>

12. Key words: molecular genetics, molecular basis of human diseases, rare diseases, motile cilia, primary ciliary dyskinesia, neoplastic diseases, functional studies in an animal model, cell cultures, translational medicine

13. Department / Team in which the candidate would work: **the Department of Molecular and Clinical Genetics of the IHG PAS**

14. Description of studies:

The assistant will participate in research on the genetic basis of human diseases, including primary ciliary dyskinesia (PCD). The aim of the research will be to better understand the genetic and molecular background of PCD. The candidate will be involved, among other tasks, in working with human biological material, cell cultures, and in the functional analysis of selected genes using a model organism — the ciliated flatworm *Schmidtea mediterranea*.

The candidate will primarily participate in the research focused on the genetic basis of diseases associated with ciliary dysfunction; however, involvement in other research directions pursued in the department is also possible, including those related to tumorigenesis, in particular the validation of the tumor-suppressive role of the studied genes in an animal model. The research conducted in the department falls within the broad field of molecular genetics of human diseases and translational medicine.

The candidate will also take part in the activities of the IHG PAS, including popularization of science.

Due to the scientific activities of the department, the candidate should demonstrate practical experience in molecular biology techniques, disease modeling in animal models, imaging techniques, and familiarity with the potential applications of research results in the field of translational medicine.

Documented scientific achievements are also expected, including publications related to the research topic in peer-reviewed scientific journals, conference presentations, as well as documented experience in obtaining research funding and implementing research projects.

The scope of duties includes: a) conducting experiments to validate the involvement of selected genes in the pathogenesis of human diseases, using molecular biology techniques and an animal model; b) maintaining cell cultures and flatworm cultures; c) keeping records of ongoing experiments; d) planning and carrying out purchases of reagents, materials, and equipment; e) analyzing and interpreting results; f) presenting results at conferences and writing scientific publications; g) preparing grant proposals; h) supervising Master's students and trainees.

II.Requirements for candidates:

1. PhD degree in the field of medical sciences or related field.
2. Knowledge and skills in the field of genetics and molecular biology of human diseases, particularly diseases associated with ciliary dysfunction and cancer. Experience working with biological material (biobanking, nucleic acid isolation, protein isolation). Experience in molecular biology techniques, including those related to gene expression silencing (dsRNA, siRNA, shRNA transfection methods, qRT-PCR, Western blot).
3. Research track supported by publications in international scientific journals in the discipline of medical sciences.
4. Experience in obtaining and implementing grant proposals.
5. Fluent knowledge of English in speech and writing.
6. The ability to publicly present the results of scientific research in Polish and English.
7. Independence, high motivation for work in science, problem solving, openness to new research directions.
8. Ability to teamwork.
9. Taking up work at the Institute of Human Genetics, Polish Academy of Sciences as the primary place of employment.
10. The candidate might be invited for an interview.

III.A list of documents that the candidate should attach to the competition application:

- 1.Application for employment, along with the address for correspondence and contact details (e-mail address

- and telephone number).
- 2. Scan or photocopy of the university diploma.
- 3. Scan or photocopy of the award of the degree (if applicable).
- 4. Scan or photocopy of the diploma of obtaining a scientific title (if applicable).
- 5. CV.
- 6. A list of publications with the indication of a maximum of five most important works performed during the last 5 years of the candidate's scientific work (after deduction of breaks in scientific work), patent applications, patents, implementations, research projects (if applicable).
- 7. Information on the number of citations of publications or self-citations, the value of the Hirsch index (based on Scopus) and the number of years effectively worked in science (after deduction of breaks), (if applicable).
- 8. A list of research projects (including application and implementation projects) that the Candidate was leading or was the main contractor and 1-3 most important publications resulting from the implementation of this project, or other measurable results of the project (if applicable).
- 9. At least one opinion of an independent researcher (R3), specialist in the scope indicated in the Competition Announcement.
- 10. A self-report (no longer than 2 A4 pages) containing concise information on scientific interests, previous achievements, participation in research projects, and the candidate's own research plans.
- 11. Consent to the processing of personal data of the Candidate for the purposes of the Competition.
(available at: http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Zgoda-rekrutacja-Consent_for_the_processing.pdf),
- 12. Candidate's statement about getting acquainted with the Regulations for conducting competitions for scientific positions at the Institute of Human Genetics, Polish Academy of Sciences in Poznań.
(available at: http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Oswiadczenie_regulamin-Statement_Regulations.pdf),
- 13. Candidate's statement that, in case of winning the competition, the Institute of Human Genetics, Polish Academy of Sciences in Poznań will be the main place of employment.
(available at: http://bip.igcz.poznan.pl/wp-content/uploads/2018/10/Oswiadczenie_miejsce_pracy-Statement_place_of_work.pdf).

IV. Criteria for the evaluation of candidates

- 1. Creativity measured by the quality and number of scientific publications in which the candidate is the first author, corresponding author, or significant author, and patent applications / patents and / or implementations,
- 2. Mobility in scientific career (including academic internships, change of scientific profile, internships and work in industry),
- 3. Number of citations of the candidate's works, especially those in which the candidate is the first author, corresponding or significant author,
- 4. Creativity measured by the quality and number of research projects,
- 5. Opinion of an independent researcher (R3),
- 6. Experience in laboratory work,
- 7. Knowledge in the field of genetics and molecular biology of human diseases (related to ciliary dysfunction and cancer),
- 8. Good command of English,
- 9. Any breaks in the scientific work and indicated achievements of the candidate converted into effective years of scientific work.

V. Announcement of results

Up to 60 days from the deadline for submitting documents.

Selected candidates might be invited for an interview. Each of the submitted candidates will receive individual information about the results of the competition in relation to their person. Information on the winner of the competition will be provided on the Institute's website.

VI. Planned employment: 01.01.2026

VII.Information on the possibility of appeal of a candidate who has been negatively evaluated by the competition committee

Candidates who have been negatively evaluated by the Competition Commission have the right to appeal against the results of the assessment. The appeal is submitted to the Director of the Institute within 7 days from the date of receipt of negative feedback from the selection board. The decision of the Director of the Institute is final.