

**National Marine Fisheries Research Institute**



**The position of a researcher  
at the NMFRI - promotion paths,  
requirements and benefits**



HR EXCELLENCE IN RESEARCH

Gdynia, October 2018

## Table of contents

1.	What are the research posts at the NMFRI? .....	3
2.	What are the procedures to become a researcher at the NMFRI? .....	3
3.	Who may undertake an initiative to create a new research post at the NMFRI? .....	3
4.	Who can become an assistant at the NMFRI?.....	3
5.	Who can become a senior scientist at the NMFRI? .....	4
6.	Who can become a visiting professor at the NMFRI? .....	4
7.	For how long can a visiting professor be employed at the NMFRI?.....	4
8.	Who can become an institute's professor at the NMFRI? .....	4
9.	Who can become a professor at the NMFRI? .....	5
10.	What documents should a candidate for the research post at the NMFRI provide? .....	5
11.	What are the bonuses and benefits for a researcher at the NMFRI? .....	6
12.	What are the duties of a researcher at the NMFRI? .....	6
13.	How to get a postdoc?.....	6

### 1. What are the research posts at the NMFRI?

The Institute can employ researchers at the following positions:

- Assistant (equivalent to R1);
- Senior scientist (equivalent to R2);
- Institute's professor (equivalent to R3);
- Visiting professor (equivalent to R3/R4);
- Professor (equivalent to R4).

### 2. What are the procedures to become a researcher at the NMFRI?

The employment of a researcher is preceded by a competition in accordance with the Act on Research Institutes Art. 43 par. 7. These provisions do not apply to the promotion of a researcher already employed in a research institute, related to the change of a position in the group of posts assigned to researchers.

### 3. Who may undertake an initiative to create a new research post at the NMFRI?

The director of the institute, the deputy director for scientific matters and/or the head of a scientific department may undertake an initiative to create a new research post.

The candidate selected for a research post must obtain the approval of the NMFRI Scientific Council before signing the employment contract.

### 4. Who can become an assistant at the NMFRI?

A person who holds the academic title of a master of science in the fields and disciplines in which the NMFRI research and development works are carried out can be employed in the position of an **assistant**.

Additional requirements that might be taken into consideration:

- Authorship or co-authorship of scientific publications, patents;
- Active participation in scientific conferences, seminars, working groups, training, fairs, etc.;
- Participation in research projects;
- Completed scientific internship;
- Good command of English.

## 5. Who can become a senior scientist at the NMFRI?

A person who holds the academic title of a doctor (Ph.D.) in the fields and disciplines in which the NMFRI research and development works are carried out can be employed in the position of a **senior scientist**.

Additional requirements that might be taken into consideration:

- Significant achievements after obtaining the doctoral degree - important for the parametric evaluation of the institution;
- Active participation in scientific conferences, seminars, working groups, training, fairs, etc.;
- Participation in research projects;
- Completed foreign scientific internship;
- Good command of English.

## 6. Who can become a visiting professor at the NMFRI?

A person who is the employee of another institution and holds a postdoctoral degree or the academic title of a professor, or permanently resides abroad and has at least the academic degree of a doctor (Ph.D.) in the fields and disciplines in which the NMFRI research and development works are carried out can be employed in the position of a **visiting professor**.

## 7. For how long can a visiting professor be employed at the NMFRI?

A visiting professor at the NMFRI can be employed based on a fixed-term employment contract.

## 8. Who can become an institute's professor at the NMFRI?

A person who holds the academic title of a professor, postdoctoral degree or the academic degree of a doctor (Ph.D.) in the fields and disciplines in which the NMFRI research and development works are carried out can be employed in the position of an **institute's professor**.

Additional requirements that might be taken into consideration:

- Authorship or co-authorship of scientific publications, patents;
- Active participation in scientific conferences, seminars, working groups, training, fairs, etc.;
- Managing research projects obtained from external sources;
- Active participation in the scientific and organizational life of the scientific community;
- Ability to plan and to carry out research on their own;
- Completed foreign scientific internship;
- Acting as a supervisor in doctoral programs;
- Forming opinions on the academic degree / title;

- Performing functions in societies and scientific organizations (choice by election);
- Scientific awards and distinctions;
- Good command of English.

## 9. Who can become a professor at the NMFRI?

A person who holds the academic title of a professor in the fields and disciplines in which the NMFRI research and development works are carried out can be employed in the position of a **professor**.

Additional requirements that might be taken into consideration:

- Authorship or co-authorship of scientific publications, patents;
- Active participation in scientific conferences, seminars, working groups, training, fairs, etc.;
- Managing research projects obtained from external sources;
- Active participation in the scientific and organizational life of the scientific community;
- Ability to plan and to carry out research on their own
- Completed foreign scientific internship;
- Supervising doctoral dissertations;
- Forming opinions on the academic degree / title
- Performing functions in societies and scientific organizations (choice by election);
- Scientific awards and distinctions;
- Good command of English.

## 10. What documents should a candidate for the research post at the NMFRI provide?

A list of required documents:

- 1) Application for employment.
- 2) CV with information about scientific and organizational achievements:
  - a. list of scientific publications;
  - b. list of patents, inventions, implementations (if applicable);
  - c. information on the management or participation in research projects;
  - d. information on participation in scientific conferences;
  - e. information about completed scientific internships;
  - f. information on the awards and distinctions obtained.
- 3) Copy of diploma / diplomas confirming education.
- 4) A statement that at the moment of employment the Institute will be the basic place of work.

### 11. What are the bonuses and benefits for a researcher at the NMFRI?

- 28-day training leave - for the employee who prepares a doctoral dissertation in order to prepare for defence (Article 23 of the Act of 14 March 2003 on Law on Academic Degrees and Title and Degrees and Title in the Arts (consolidated text Official Journal of Laws of 2016, item 882, as amended));
- Holiday leave amounting to 36 working days per year;
- Doctoral scholarship and covering costs of the doctoral studies;
- Director's awards:
  - for outstanding scientific, implementation, educational or organizational achievements,
  - for obtaining a scientific title or a scientific degree.
- Jubilee award;
- Tax benefits;
- Reduced fares for public railway;
- Housing allowance;
- Possibility of teleworking, individual working time;
- Social, sports and medical package.

### 12. What are the duties of a researcher at the NMFRI?

The primary duty of a researcher is, in particular, to participate in research projects carried out by the Institute and furthermore:

- 1) to develop creative scientific activity based on solving scientific problems;
- 2) to put the results of scientific research or development works into practice;
- 3) to upgrade skills;
- 4) to disseminate the achievements of science, including through publications and active participation in scientific life;
- 5) to train scientific staff (not applicable to the assistant);
- 6) to participate in the organizational works of the institute related to the conducted research and development works as well as staff training;
- 7) to comply with the Code of Ethics of a Reseracher.

### 13. How to get a postdoc?

A person applying for a postdoc position should:

- hold the academic title of a doctor (Ph.D.) in the fields and disciplines in which the NMFRI research and development works are carried out;
- find the source of financing their internship;
- find an institution that agrees to accept the trainee and the internship supervisor;
- specify the duration of the internship;
- obtain the NMFRI director's approval for the departure.