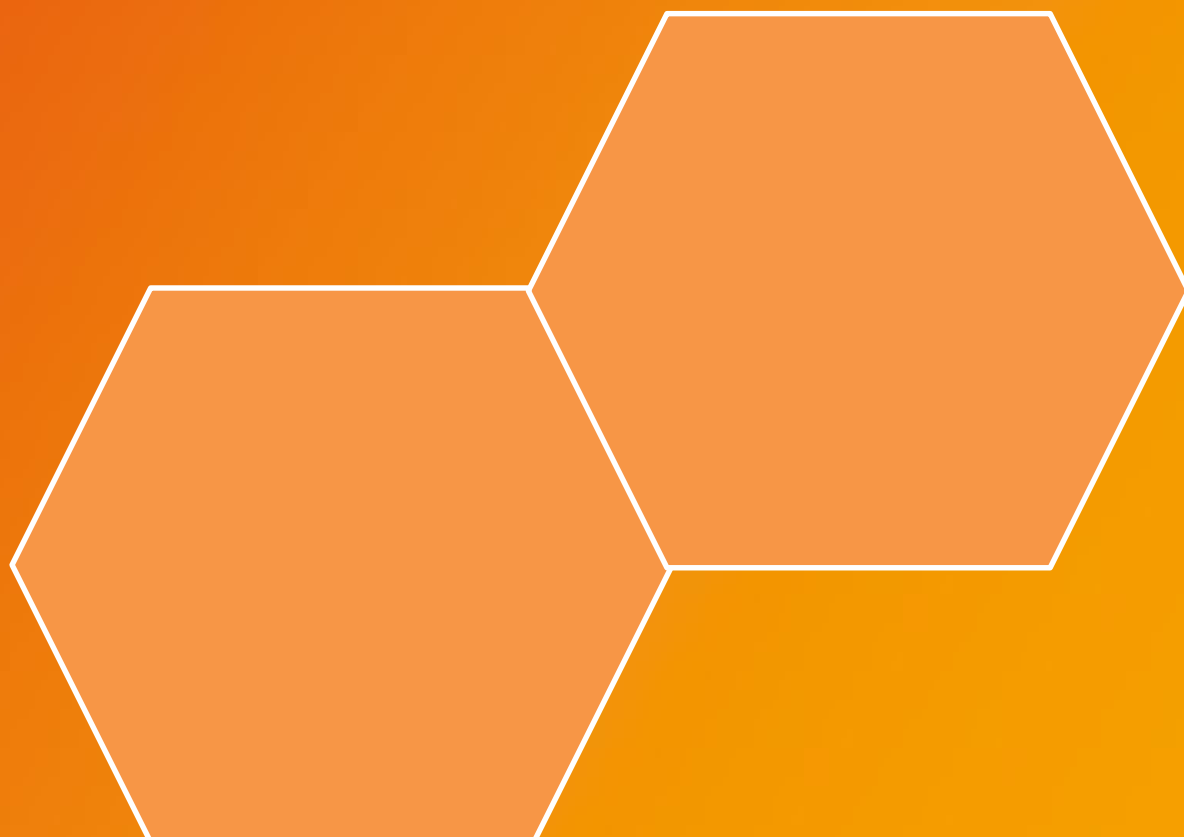




Institute of Organic Chemistry
Polish Academy of Sciences

*Scientific career development paths at the Institute of
Organic Chemistry Polish Academy of Sciences*



HOW TO GET THERE?

This leaflet outlines various opportunities and career advancement pathways available to researchers holding a PhD (doctoral degree). It is based on Order no 13/2021 issued by the Director of the Institute of Organic Chemistry Polish Academy of Sciences (IOC PAS). Using the information provided here, researchers can clearly identify their current position stage and be fully aware of steps that need to be taken to advance their scientific career.

The IOC PAS supports and encourages continuous professional development, including securing research funding, publishing in top-tier international journals, and advancing one's scientific career. Researchers at the IOC PAS may apply for research grants individually, in consultation with their Head of Research Group, or in collaboration with other research units and companies, both in Poland and abroad.

At the same time, IOC PAS ensures a healthy work-life balance through various arrangements, i.e., remote work opportunities, flexible working hours, child's holiday subsidies, supportive maternity and parental leave regulations.

Every employee is encouraged to discuss their career path with their immediate supervisor and seek support or guidance. To further assist in career development, the Institute organises lectures and meetings with distinguished scientists and former IOC PAS PhD students who have established successful careers in various industrial fields. Additionally, the Institute provides scientific and administrative support for research grant applications

CAREER PROGRESSION FOR PHD HOLDERS

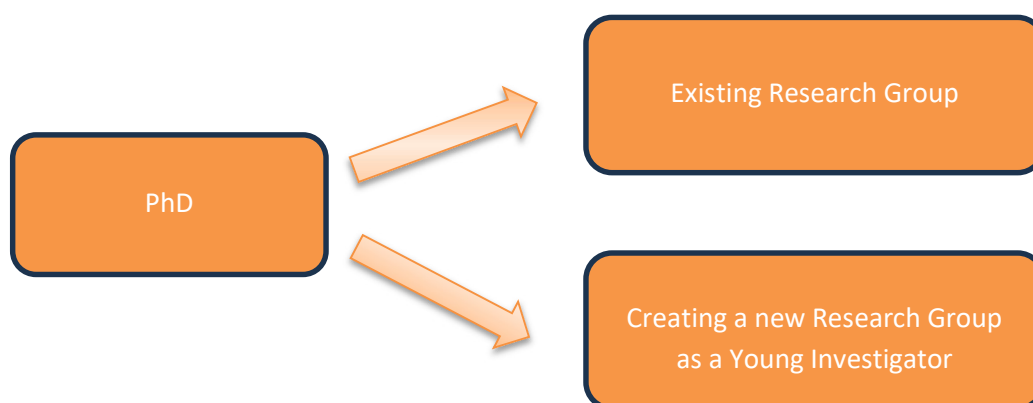
Researchers holding a PhD may be employed at the IOC PAS at the positions of Assistants or Adjuncts (equivalent of Assistant Professor). After obtaining a habilitation, researchers may be appointed as Associate Professors and may become Heads of Research Groups.

How to get there? The following sections outline the available career paths at the Institute!

TWO PRIMARY SCIENTIFIC CAREER PATHS

Researcher with a PhD at the beginning of their scientific career can choose between two development paths within the IOC PAS:

- I. **Joining an existing Research Group** and working within the research field of an established Head of the Group.
- II. **Creating a New Research Group**: Establishing a new group as a **Young Investigator**, focusing on an original research field consistent with the Institute's scientific policy.



I. JOINING AN EXISTING RESEARCH GROUP

In this path, the young scientist conducts research aligned with the ongoing work of the Group, supported by the Group's grant funding and subsidies. There are currently approximately 20 Research Groups at the IOC PAS. Detailed descriptions of their research areas and publications can be found on the Institute's website: <https://www.icho.edu.pl/en/scientific-activity/scientific-groups/>.

Key Considerations:

- **Stability:** This path offers greater job stability.
- **Habilitation:** Under Polish law, a habilitation is granted to individuals who make a significant and original contribution to a specific scientific field. Because this path focuses on the Head of Group's research rather than independent projects, it may not, on its own, provide a sufficient basis for habilitation proceedings based on these results alone¹.
- **Flexibility:** Choosing this path does not prevent a researcher from "switching" to the independent career path later.

¹ According to the Polish Law on Higher Education and Science habilitation can be granted to persons, whose contribution to the improvement of specific scientific area is significant and requires significant amount of individual input. Procedures of acquiring habilitation are regulated by the articles 218-226 of the Law on Higher Education and Science, Journal of Laws of 2024, item 1571.

- **Recruitment:** Employment follows the Institute's regulations, which are based on Open, Transparent, and Merit-based Recruitment (OTM-R) principles².

II. CREATING A NEW RESEARCH GROUP AS A YOUNG INVESTIGATOR

For those seeking an independent career, the Institute provides optimal conditions for scientific autonomy by establishing a Research Subgroup within one of the existing Research Groups. In this arrangement, the Head of the Group provides mentoring without interfering with the Young Investigator's scientific independence.

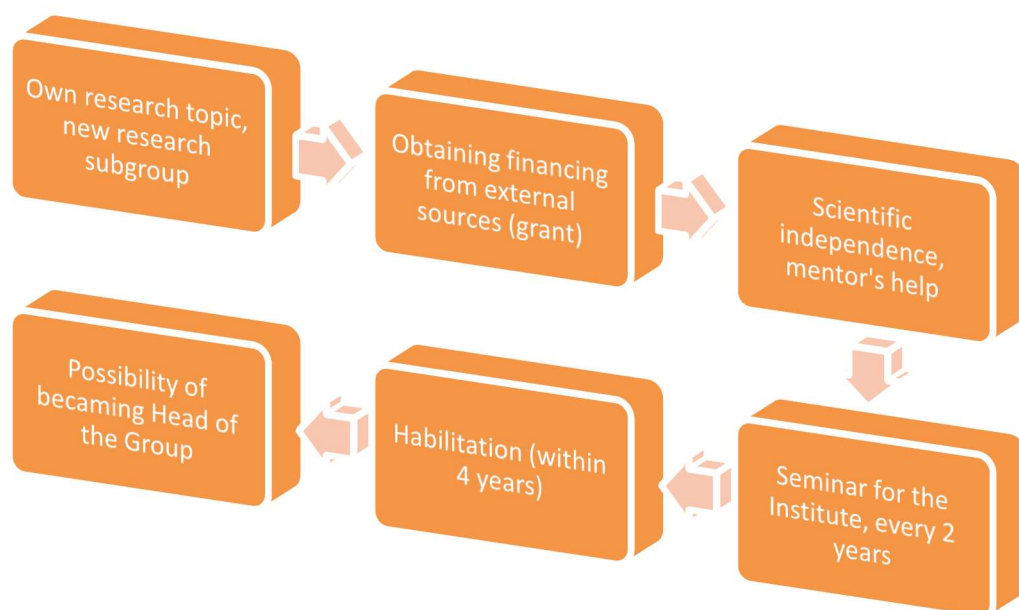
Requirements for this path:

- Completion of at least a **ten-month postdoctoral fellowship** at a research unit other than the one where the PhD was obtained (international internships are preferred).
- A proven track record of scientific achievements that demonstrates the ability to secure external research funding.
- Presentation of an **original research topic** and, upon approval, the submission of a formal application for funding.

Expectations:

- The Research Subgroup is officially created once external funding (a grant) is secured.
- The Young Investigator must present their scientific results in an Institute seminar at least once every two years.
- The researcher is expected to submit their habilitation thesis within four years.
- Adjunct-level researchers may develop their own Research Subgroups, typically upon securing external funding.

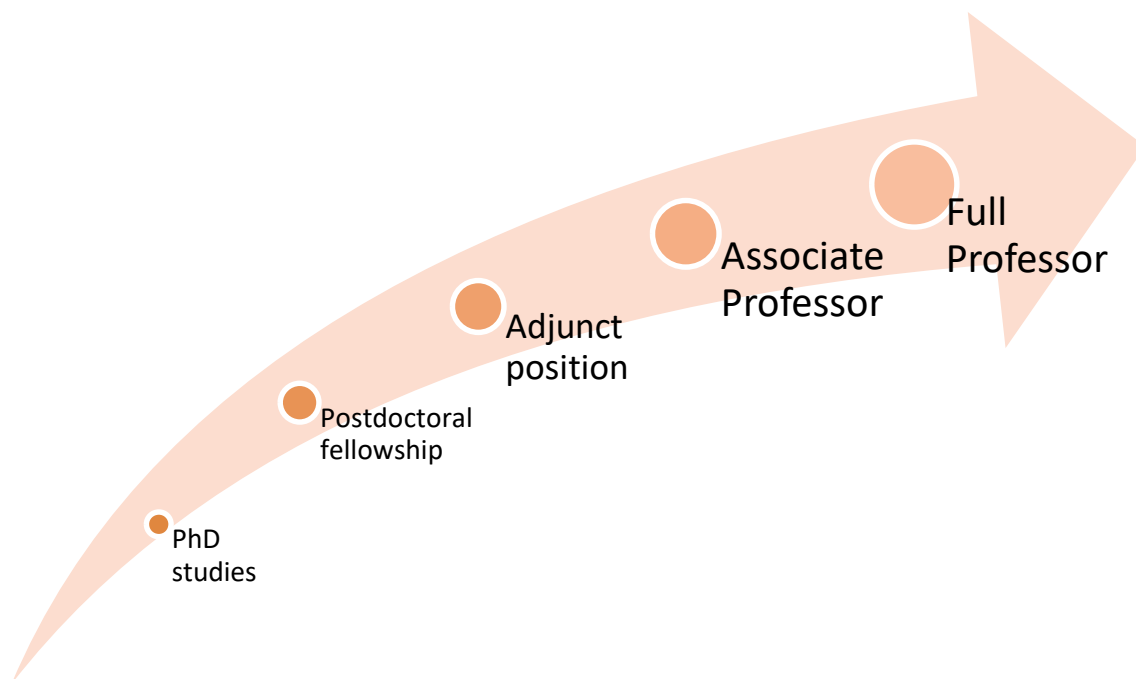
² These regulations can be found on the intranet of the IOC PAS.



ADVANCED CAREER POSSIBILITIES AT IOC PAS

After completing the habilitation process, a researcher may become a Head of the Group. This role is open to those with a habilitation or the title of Professor who have documented outstanding scientific achievements aligned with the Institute's development goals. Research Groups are established by the Director of the Institute following consultation with the Scientific Council.

The IOC PAS also accommodates **individual development paths** if required by specific funding agencies (e.g., ERC Grants) or other justified reasons. For instance, to **introduce new research topics** rapidly, the Director may decide to employ a Young Investigator before their grant is officially awarded.



OTHER CAREER POSSIBILITIES AT IOC PAS

Beyond scientific roles, the IOC PAS offers various other career opportunities:

- **Technical Roles:** Individuals with a background in chemistry can work as laboratory chemists.
- **Administration & Management:** Positions are available for both specialists and non-specialists in areas such as **HR, Grant Management, Bookkeeping, IT, and Procurement.**

Employee Benefits: The Institute offers a supportive working environment and a comprehensive benefits package, including:

- Private medical care.
- Co-financing for sports cards.
- Additional leave bonuses and social benefits for children.

The IOC PAS is a proud holder of the **HR Excellence in Research Award**, which reflects our ongoing commitment to implementing the principles of the European Charter for Researchers.



HR EXCELLENCE IN RESEARCH