



Career development paths

at the Institute of Physical Chemistry, Polish Academy of Sciences

WHAT DO THE CAREER DEVELOPMENT PATHS PRESENT?

Document on Career paths serves as a roadmap for navigating your path at IPC PAS and present various choices that researchers have at IPC PAS. Career paths at IPC PAS are clear, transparent and predictable. Appointment conditions for scientific positions are clearly defined. The researchers can indicate their career stage and name the required conditions for their promotion. This allows researchers to know at what stage of their career they are, and know what are the possibilities of changing this stage.

IPC PAS's intention is to provide development opportunities for researchers, including continuous training. IPC PAS also encourages them to set goals for growth and expand their careers and develop skills.

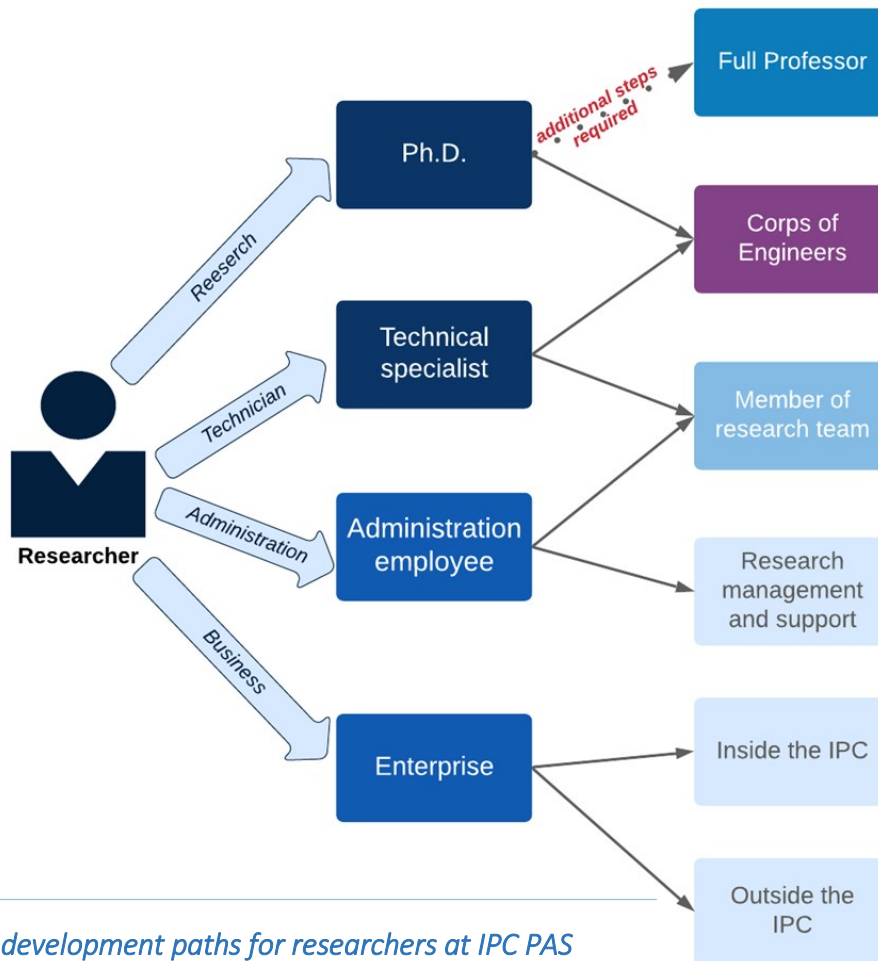
The diagram below presents the main career development paths available at IPC PAS.

Shortcut

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Important issue

- Corps of Engineers



The career at IPC PAS can be steered in 4 directions, i.e.:

- scientific,
- technical,
- administrative
- business.

In case of two of them (scientific and technical) there is a space for development in the Corps of Engineers.

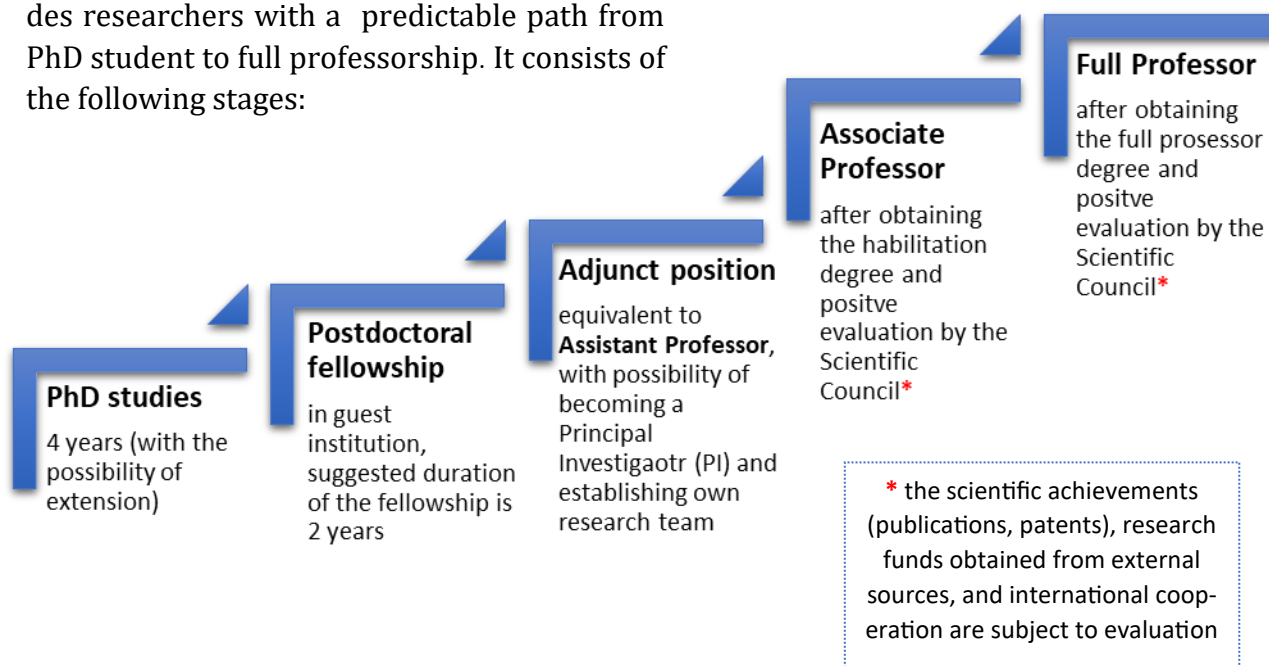
The Corps of Engineers is a group of specialized laboratories located at IPC PAS. These laboratories have a broad spectrum of specialized apparatus and experimental techniques that can be used by every IPC PAS researcher. The Corps of Engineers is set by very experienced researchers and technicians (team of 25 specialists) responsible for apparatuses maintenance. The list of specialized laboratories managed by the Corps of Engineers together with their location, contact details and list of equipment is available [at IPC PAS webpage](#). Corps of Engineers also organizes trainings/workshops dedicated to specific measurement techniques offered by the laboratories. Each IPC PAS employee can take part in such a

workshop and be trained to use a specific equipment and after that, with the consent of the head of the laboratory, can use it for their own research purposes.

Moreover, the Corps of Engineers provides services outside the Institute offering various types of measurements and sample analyzes to other research units or companies

Scientific Path

IPC PAS has adopted the system which provides researchers with a predictable path from PhD student to full professorship. It consists of the following stages:



IPC PAS is also open to the implementation of individual research paths whenever a different career development pattern is imposed or encouraged by funding agencies (in the case of such projects as Dioscuri centre, ERC grants, etc.). IPC PAS supports the careers of talented scientists who wish to follow a different path.

At IPC PAS there are two **Career Development Advisers**, prof. Robert Hołyst and prof. Robert Kołos, whose role is to support research & technical employees in making decisions concerning their future careers, including advising in the process of applying for a job and in the selection of postdoctoral fellowship. At any time, PhD students and other scientific employees at every stage of their career, can freely contact above mentioned advisors and set an appointment for a consultation.

Below there are advises on where to look for support or development opportunities in areas that you want to improve.

Development opportunities for researchers (PhD students and holders):

If you want to:	Then you should:
improve your knowledge on technology transfer	<ul style="list-style-type: none"> ask for good practices: Prof. Robert Hołyst, prof. Maciej Wojtkowski, dr Michalina Iwan, dr Tomasz Andryszewski, dr Michał Nejbauer, prof. Yuriy Stepanenko, participate in a series of Spin-Lectures organised at IPC PAS
do measurements using specialized equipment or learn instrumental techniques available in the Corps of Engineers	<ul style="list-style-type: none"> contact specific laboratory operating in this area
improve your qualifications	<ul style="list-style-type: none"> participate in educational and training activities under ERASMUS+ programme
find a postdoctoral position or job offer	<ul style="list-style-type: none"> go to Euraxess portal

Development opportunities available only for Ph.D. students:

If you want to:	Then you should:
obtain additional funds for your research	<ul style="list-style-type: none"> apply in the following competitions: National Science Centre: Preludium, Etiuda, Foundation for Polish Science: Start Scholarships of the Minister of Science and Higher
increase your mobility , scientific	<ul style="list-style-type: none"> apply for "Mobility of IPC PAS Young Researchers"

Development opportunities available only for Ph.D. holders:

If you want to:	Then you should:
obtain additional funds for your research	<ul style="list-style-type: none"> apply in the following competitions: National Science Centre: Sonata, Sonata Bis, Etiuda, Foundation for Polish Science: Start The National Centre for Research and Development: Lider Scholarships of the Minister of Science and Higher Education for outstanding young scientists MSCA IF for postdoctoral fellowships in a foreign unit

Technical Career Path

The research teams and the Corps of Engineers need technical and engineering staff to support experimental and laboratory work. Therefore, there is a possibility to follow a [technical career path](#) at IPC PAS. A technician position can offer a satisfying career as a key member of a laboratory, or can be a stepping stone to a PhD. Work in the Corps of Engineers develops skills and increases qualifications through participation in numerous training/workshops dedicated to modern experimental techniques continually expanding in the Corps of Engineers' Laboratories.

Business Career Path

Choosing [business path](#), scientists can develop their careers in the internal initiatives of IPC PAS or in external companies. Examples of **internal initiatives** are two commercial initiatives of IPC employees (too early stage to spin-off) - [SERStive](#) and [Siliquan](#). Among these initiatives, researchers have the opportunity to develop their inventions with the co-financing and support from IPC PAS. Other examples of internal initiatives aimed at transfer and commercialization of the inventions resulting from the R&D efforts of researchers are spin-off companies- [Fluence](#) and [Bacteromic](#).

All the above mentioned IPC PAS initiatives are open for help and advise on how to start and set up your own research-based business activity. You may contact them directly using the contact details on their webpages. For more information on commercialization opportunities, you may also contact Mr Piotr Cwalina (pcwalina@ichf.edu.pl or komercjalizacja@ichf.edu.pl) - the Representative for Intellectual Property at IPC PAS.

Researchers can develop their business career path also through **external companies**. In this case, they can use our network of cooperating companies to start their own cooperation.

Administrative Career Path

IPC PAS employees may also choose an [administrative career path](#). Research must be managed, regulated, reported and financed. Therefore, administrative service and support play an important role in the functioning of the entire organization. There is a space for people who want to develop and progress through "Research team coordinator" positions. Their work includes recruitment, maintenance and management of research team members, as well as logistic and often legal support for the entire laboratory/team. A career in administrative can also develop by working in "Research management and support" section. This option gives a wide range of job opportunities such as work in the Grants Department, Department of large European projects and business or Scientific Secretariat.

[Grants Department and Department of large European projects and business cooperation](#) provide support in the preparation of grant proposals, projects launch and adaptation of laboratory space and offices to the needs of individual projects.

Organization:

Institute of Physical Chemistry PAS

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