UNIWERSYTET WARSZAWSKI

WYDZIAŁ BIOLOGII · UNIWERSYTET WARSZAWSKI

CALL FOR CANDIDATES

The Dean of the Faculty of Biology, with the consent of the Rector of the University of Warsaw, announces a competition for the position of Assistant Professor[1] in project:

About the project

Title of the project	How changes in meristem patterning drive evolutionary innovations: insigths from syncephalia in the sunflower family (Asteraceae)
Type of the project	SONATA–20
Funding institution	National Science Center Poland
Duration of the project	36 months
Leader of the project	Dr Jakub Baczyński
Description of the project	With more than 32,000 species, the sunflower family (Asteraceae) is the largest family of flowering plants. Much of its evolutionary success is attributed to the capitulum; a complex, flower-like inflorescence which has undergone extensive modifications multiple times during the diversification of the family. One such modification is the evolution of syncephalia, i.e. capitula composed of smaller, often highly reduced capitula. The project aims to uncover the evolutionary-developmental mechanisms responsible for the formation of these fractal-like structures by integrating comparative genomics and developmental transcriptomics, *in situ* analyses of gene expression patterns, and (where feasible) functional approaches. The results will improve our understanding of how changes in meristem activity generate morphological innovations and increase structural complexity in plants, with potential practical relevance for horticulture and agriculture.

About the Position:

Position title	Assistant Professor
Organizational unit	Faculty of Biology
Employee group	Research
Position profile [2]	R2
Scientific discipline [3]	Biological sciences
Number of positions	1

[1] The nouns used in the announcement apply to people of all genders
[2] To be completed only in the case of a competition for a position in the group of research or research-and-teaching staff.
[3] To be completed only in the case of a competition for a position in the group of research or research-and-teaching staff.

Type of employment & workload	Full-time employment contract
Expected start date & employment duration	Employment starting from January 2027 for 12 months, with the possibility of extension for an additional 12 months
Salary	Base salary of approximately 8,700 PLN gross per month, plus a 13th-month salary and a seniority allowance.
Other work conditions	• Place of work: Institute of Evolutionary Biology • Career development opportunities: more information is available on the UW Human Resources Office website.
Primary responsibilities	• Conducting research within the scope of the project and publishing the results in international peer-reviewed journals. • Securing research funding. • Fulfilling other academic teacher responsibilities as required by employment at the University of Warsaw. *More details*: General scope of duties for academic teachers.

Eligibility criteria[4]	• Meeting the requirements specified in the Article 113 of the Law on Higher Education and Science (Journal of Laws 2024, item 1571, consolidated text).
	• A PhD degree in biological sciences or a related discipline, awarded in the year of employment in the project or within the 7 years preceding 1 January of the year of employment in the project
	• Scientific achievements documented by publications in reputable international journals.
	• International experience, e.g. participation in international conferences, involvement in international research projects, international collaboration documented by publications, etc.
	• Submission of a plan for further research activity, including one's own scientific development and career progression.
	• Research competences:
	  ○ Experience in conducting research in (evolutionary) plant developmental biology, including familiarity with techniques such as in situ hybridization, optimization of tissue culture protocols, plant regeneration, and transformation
	  OR
	  ○ Experience in conducting evolutionary research using comparative genomics and comparative transcriptomics of eukaryotes.
	If hired, the University of Warsaw must be the primary place of employment for the candidate.

Additional expectations[5]	• Experience in individual work with students (e.g. supervision of Bachelor's/Master's theses) • Research mobility, e.g. a research stay at a reputable foreign research institution. • Very good command of English (spoken and written).

[4] Requirements specified by the Law on Higher Education and Science and the Statute of the University of Warsaw, as well as those necessary for the position.
[5] Additional conditions whose non-fulfillment does not result in a negative formal assessment.

	• Good organizational skills, a proactive attitude, and the ability to solve problems independently. • Experience in preparing scientific publications, including as first author and/or corresponding author.
Candidate evaluation criteria	• Quality of the publication record. • Project-relevant skills documented by the publication record, including experience in using omics data in evolutionary analyses and expertise in evolutionary developmental biology (evo-devo)
The position involves work ~~related~~/not related[6] to activities under child protection regulations.	

Call guidelines:

Reference number of the announcement	**WB-KG-1a/2026**
Keywords	Evo-devo, Inflorescence, Capitulum, Meristem, Morphogenesis
Application deadline[7]	13th November 2026
How to apply	Please submit your application by email to j.baczynski@uw.edu.pl and to the Faculty Dean's Office: dziekanat.biol@uw.edu.pl. Candidates will receive an email confirming receipt of the submitted documents. If you do not receive a confirmation, please contact the project leader.
Required documents	• Personal questionnaire – available on the Faculty of Biology UW website. • Motivation letter including description of scientific interests and research activity plan. *Ensure the completeness of your application and submit it by the deadline. Failure to meet these requirements will result in rejection on formal grounds.*
This competition is the first stage of the recruitment process. Please familiarize yourself with the open, transparent, and merit-based recruitment policy at the University of Warsaw: *link*	
Stages of competiton	*The competition consists of the following stages:* – *Stage I - formal evaluation of documents,* – *Stage II - substantive evaluation on the basis of submitted documents,* – *Stage III - interview with selected candidates, during which the candidate will be required to give a short presentation on their previous achievements and career plans, followed by a Q&A session with members of the selection committee,* – *Stage IV - final evaluation of competence, experience and scientific achievements,* *Stage V - adjudication of the competition and announcement of results.*
Expected date and method of announcing the competition results	Interviews will be conducted in the first half of October 2026; candidates will be individually informed of the interview date with the selection committee. The results of the recruitment process will be communicated by email by 31 October 2026.
Contact for inquiries	Email: j.baczynski@uw.edu.pl (please include call reference number). Applicants requiring accessibility accommodations should indicate their needs in the personal questionnaire, under the section: *Other important information from the candidate.*

[6] Remove the unnecessary part.
[7] No earlier than 30 days from the date of the announcement's publication.

About the Faculty / hiring unit:

Research profile of the Faculty	The Faculty conducts research across a broad range of biological sciences disciplines. More details are available on the Faculty website.
Teaching profile of the Faculty	The Faculty offers degree programs in *Biology* and *Biotechnology* and co-organizes programs in *Nature Conservation* and *Bioinformatics & Systems Biology*.
Other information	More details can be found on the Faculty website.

The University of Warsaw follows a whistleblower procedure for reporting legal violations and taking follow-up actions. More information, including data protection policies, is available online: *link*

The University of Warsaw holds the HR Excellence in Research award from the European Commission, recognizing institutions that comply with the European Charter for Researchers.

HR EXCELLENCE IN RESEARCH