



**ADAM MICKIEWICZ UNIVERSITY, POZNAŃ**

**ANNOUNCES**

**A COMPETITION**

**for the position of ASSISTANT PROFESSOR (postdoctoral fellowship)  
at the Faculty of Geographical and Geological Sciences AMU Poznań  
in the project SONATA NCN**

**“Blue rings in roots and stems of Scots pine (*Pinus sylvestris* L.) as proxies for cooling  
events in the boreal and temperate zones of Europe (bROOT)”**

**Project agreement no. 2023/51/D/ST10/02498**

<b>Basic information</b>
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- 1. Research discipline (research field):**  
Natural Sciences: Earth and Related Environmental Sciences, Biological Science
- 2. Number of work hours per week including a task-based work schedule (if applicable):**  
Employment Contract, FULL TIME, 40 HOURS
- 3. Type of an employment contract and expected duration of employment, i.e.:**  
**permanent/temporary/fixed-term contract for ..... year/...years**  
Fixed-term contract FROM 1 MARCH 2025 until 14 July 2027
- 4. Anticipated job starting date:**  
1 MARCH 2025
- 5. Workplace location:**  
Faculty of Geographical and Geological Sciences, B. Krygowskiego 10, 61-680 Poznań
- 6. Monthly salary:**  
Approximately 8,987 PLN gross
- 7. Application deadline and process:**  
Deadline: 23 FEBRUARY 2025  
Applications with documents should be sent to: [pawel.matulewski@amu.edu.pl](mailto:pawel.matulewski@amu.edu.pl)

## 8. Required documents

- Application form/letter of the candidate;
- *Curriculum Vitae*;
- Diplomas or certificates issued by colleges and universities attesting to education and degrees or titles held (in case of academic degrees obtained abroad - the documents must meet the equivalence criteria set out in Article 328 of the Act of 20 July 2018 Law on Higher Education and Science (Journal of Laws of 2024, item 1571 ; Polish: Dz. U. z 2024 poz. 1571 t.j.);
- Information on the Applicant's research, teaching and organizational achievements,
- Consent to the processing of personal data as follows : *In accordance with Article 6 (1) (a) of the General Data Protection Regulation of 27 April 2016. (OJ EU L 119/1 of 4 May 2016) I consent to the processing of personal data other than: first name, (first names) and surname; parents' first names; date of birth; place of residence (mailing address); education; previous employment history, included in my job offer for the purpose of the current recruitment."*;

### Conditions of the competition determined by the competition committee

#### I) Determination of qualifications: (researcher profile) according to the Euraxess guidelines

- ~~(R1) First Stage Researcher (up to the point of PhD)~~
- ~~(R2) Recognised Researcher (PhD holders or equivalent who are not yet fully independent)~~
- ~~(R3) Established Researcher (researchers who have developed a level of independence)~~
- ~~(R4) Leading Researcher (researchers leading their research area or field)~~

#### II) Job Offer description

The project "Blue rings in roots and stems of Scots pine (*Pinus sylvestris* L.) as proxies for cooling events in the boreal and temperate zones of Europe (bROOT)" focuses on studying the anatomical and growth characteristics of wood, particularly the so-called "blue rings," as indicators of climate change in boreal and temperate zones.

The hired individual will conduct fieldwork in Poland and Scandinavia, including collecting wood samples from roots and tree trunks, and laboratory work such as sample preparation using a microtome, microscopic analysis, and performing anatomical and growth measurements. Duties will also include dendrochronological data analysis, constructing chronologies for various growth and wood anatomical parameters of stems and roots, studying climate-growth relationships, and interpreting the results. Additionally, the candidate will be involved in preparing scientific publications, and conference presentations, and collaborating within an interdisciplinary research team.

We offer employment for the project's duration, the opportunity to work in an international scientific environment, and access to modern research infrastructure. We are a young, dynamic, open research team that values collaboration, creativity, and commitment. This position provides a unique opportunity for scientific development within an innovative research project.

#### III) Requirements and qualifications

The competition is open to individuals who meet the requirements specified in Article 113 of the Law on Higher Education and Science of 20 July 2018 (Journal of Laws of 2024, item 1571 ; Polish: Dz. U. z 2024 poz. 1571 t.j.) and who meet the following requirements:

**Education:**

The candidate should hold a Ph.D. degree in a field related to dendrochronology, biological sciences, natural sciences, Earth and environmental sciences, or forestry.

**Research Experience:**

Experience conducting field research, including collecting samples from tree trunks and roots. Knowledge of wood sample preparation techniques (using Pressler increment borers, preparing thin sections with a microtome, etc.).

Experience in conducting wood anatomical and growth analyses of conifer wood.

Skills in constructing dendrochronological chronologies, cross-dating analyses, and studying climate-growth relationships.

Familiarity with dendrochronology tools and software (e.g., Coorecorder/CDendro, ROXAS, TSAP, WinCELL, COFECHA, ImageJ).

Proficiency in the R programming environment for dendrochronological analyses.

**Writing and Communication Skills:**

Proven experience in writing scientific publications and reports.

Ability to prepare scientific presentations (e.g., oral presentations, posters).

**Language Proficiency:**

English at a minimum level of B1 prefers C1 and C2

**Additional Requirements:**

Ability to work in an international research team.

Independent work organization and effective time management.

Willingness to collaborate and develop in an interdisciplinary environment.

Experience mentoring younger researchers or students.

**IV) Required languages**

**1. Language: ENGLISH**

**2. Level: (fluent, native)**

**V) Required research, teaching or mixed experience****Research Experience:**

Extensive experience in conducting field research, including tree sampling, particularly in the context of dendrochronology, geography, ecology, or related fields. Experience in challenging field conditions of temperate, boreal, and Arctic zones is highly valued.

Proficiency in laboratory techniques such as microtome sectioning of wood samples, preparation of double-stained thin wood sections, and anatomical and growth analysis of wood.

Practical experience in dendrochronological data analysis, including building chronologies, cross-dating, statistical studies in R tailored for dendrochronology, and investigating climate-growth relationships.

Experience in blue intensity analyses and measuring wood quantitative anatomical parameters using ROXAS or WinCELL software.

Familiarity with tools and methods used in dendrochronology: proficiency in various dendrochronological R packages (e.g., dplR, TreeClim), statistical data analysis, and results visualization in R; ability to work with software such as Coorecorder, CDendro, ROXAS, TSAP/LinTab, WinCELL, COFECHA, Image Pro Plus, PTGui, and ImageJ.

Experience in writing scientific publications, preparing research reports, and delivering conference presentations.

**Research and Teaching Experience:**

Experience in conducting academic-level teaching (e.g., lectures, practical classes, seminars) in geography, biology, ecology, dendrochronology, or related subjects.

Ability to mentor junior students or doctoral candidates in field and laboratory research.

**Teaching Experience:**

Delivering academic courses in research methods for ecology, biology, geography, dendrochronology, or related disciplines.

Creating teaching materials, such as scripts or online resources.

**VI) Benefits**

- ✓ an atmosphere of respect and cooperation
- ✓ supporting employees with disabilities
- ✓ flexible working hours
- ✓ funding for language learning
- ✓ co-financing of training and courses
- ✓ additional days off for education
- ✓ life insurance
- ✓ pension plan
- ✓ savings and investment fund
- ✓ preferential loans
- ✓ additional social benefits
- ✓ leisure-time funding
- ✓ subsidizing children's vacations
- ✓ "13th" salary

**VII) Eligibility criteria**

**Academic Achievements (Max. 30 points)**

Publications in Scientific Journals (Max. 20 points):

Peer-reviewed articles in high-impact journals relevant to dendrochronology, ecology, and related fields.

Monographs and Scientific Books (Max. 5 points):

Authored or co-authored monographs and academic textbooks in ecology, geography, or related disciplines.

Scientific Awards and Distinctions (Max. 5 points):

Recognition for outstanding research contributions, such as best paper awards, fellowships, or academic honors.

**Research Experience (Max. 20 points)**

Participation in Research Projects (Max. 10 points):

Active roles in multidisciplinary research projects, including contributions to project design, data collection, and analysis.

Research Fellowships and Stays (Max. 5 points):

Completion of academic research fellowships or visiting researcher positions in internationally recognized institutions.

Grant Management (Max. 5 points):

Successful management of research grants, including budget allocation and project coordination.

**Research Potential and Proposal (Max. 20 points)**

Quality of Research Proposal (Max. 15 points):

Development of innovative, feasible, and impactful research proposals with a focus on dendrochronology and climate-growth relationships.

Plans for Scientific Development (Max. 5 points): Clear strategies for advancing personal research and contributing to the academic community.

### **Technical and Specialized Skills (Max. 10 points)**

Knowledge of Research Methods and Tools (Max. 5 points):

Proficiency in dendrochronological techniques, laboratory methods, and statistical approaches.

Software Proficiency (Max. 5 points): Advanced skills in R (dendrochronological packages, visualization, and statistical analysis) and specialized software like ROXAS, TSAP, and ImageJ.

### **National and International Collaboration (Max. 10 points)**

Experience in International Environments (Max. 5 points): Participation in global research networks, collaborations, or projects.

Experience in Conferences, Workshops, and Seminars (Max. 5 points): Presentations at prestigious international and national conferences, active participation in workshops and academic seminars.

### **Soft and Organizational Skills (Max. 5 points)**

Communication and Teamwork (Max. 3 points):

Proven ability to work effectively in interdisciplinary and multicultural teams.

Organization and Time Management (Max. 2 points): Strong skills in planning, prioritization, and managing research projects under deadlines.

### **Language Proficiency (Max. 5 points)**

Fluency in English and additional languages relevant to international research collaboration.

**Total Points: 100**

## **VIII) The selection process**

1. Competition committee begins working no later than 14 days after the deadline for submission of documents.
2. Formal evaluation of submitted proposals.
3. Call to provide additional or missing documents if necessary.
4. Selection of candidates for the interview stage.
5. Interviews for candidates who meet the formal requirements.
6. The committee has the right to request external reviews of candidates' work or to ask candidates to conduct teaching assignments with an opportunity for student evaluation.
7. Other.....
8. The chair of the competition committee announces the results and informs the candidates. This information will include justification with a reference to candidates' strengths and weaknesses. Submitted documents will be sent back to candidates.

## **IX) Prospects for professional development**

### **1. Development of Research Skills**

Enhancing expertise in dendrochronology and wood anatomical studies:

Working with microscopes, microtomes, and analyzing wood samples from tree roots and stems fosters the development of research techniques, such as sample preparation, microscopic analysis, and interpretation of dendrochronological results.

Advanced data analysis and chronology building:

Opportunity to refine skills in statistical analysis, data modeling, and handling large datasets related to growth and wood anatomy.

### **2. Advancement of Scientific Career**

Scientific Publications:

The candidate will have opportunities to actively participate in writing and publishing scientific papers, which is a key element of academic career development. Participation in international conferences, preparation of presentations, and publication in prestigious scientific journals will help build a strong academic reputation.

International Collaboration:

Working in an international research team (Poland, Italy, and Scandinavia) offers opportunities to establish collaborations with scientists from various countries, potentially leading to further international fellowships and research projects.

### **3. Opportunities for Academic Career Development**

Participation in Research Grants:

Involvement in writing and submitting research grant proposals at national and international levels. Such experience will be valuable if the candidate pursues an academic career and independent research project leadership.

Teaching and Mentoring:

The position may offer opportunities for teaching and conducting courses in dendrochronology, climatology, or plant biology, as well as mentoring junior researchers, students, or PhD candidates.

### **4. Development of Interdisciplinary Competencies**

Collaboration with other scientists and specialists:

This interdisciplinary project, covering ecological, biological, and climatological aspects, provides an opportunity to work with experts from diverse fields (e.g., geography, biology, geomorphology, statistics), fostering skills in teamwork within an interdisciplinary environment.

Familiarity with research methods across disciplines:

The candidate will have the chance to learn new techniques and methods, such as microscopic analysis, dendrochronological techniques, and the use of modern statistical tools or tree growth modelling in relation to climate change.

### **5. Career Development in Environmental and Climate Protection**

Application of research in practice:

Research on climate change using tree-growth indicators can be useful not only in academia but also in practice (e.g., forest management, and assessing the impact of climate change on ecosystems). The candidate may participate in projects related to environmental protection and the practical implementation of research findings in conservation policies.

Understanding the impact of climate change on ecosystems:

Further expanding knowledge about the effects of climate change on forest ecosystems in various climatic zones of Europe, potentially opening opportunities to work in environmental organizations, government agencies, or non-profits.

### **6. Collaboration with External Stakeholders**

Cooperation with the forestry and wood industry:

The project may involve collaboration with the forestry and wood industry, particularly in implementing research findings into forest management practices. The industry could be interested in applying results to monitor forest health and predict the effects of climate change on tree growth.

#### **RODO Information Clause :**

Pursuant to Article 13 of the General Data Protection Regulation of 27 April 2016. (Official Journal of the EU L 119 of 04.05.2016) we inform that:

1. The controller of your personal data is Adam Mickiewicz University, Poznań with the official seat: ul. Henryka Wieniawskiego 1, 61 - 712 Poznań.
2. The personal data controller has appointed a Data Protection Officer overseeing the correctness of the processing of personal data, who can be contacted via e-mail: [iod@amu.edu.pl](mailto:iod@amu.edu.pl).
3. The purpose of processing your personal data is to carry out the recruitment process for the indicated job position.
4. The legal basis for the processing of your personal data is Article 6(1)(a) of the General Data Protection Regulation of 27 April 2016 and the Labour Code of 26 June 1974. (Journal of Laws of 1998 N21, item 94 as amended).
5. Your personal data will be stored for a period of 6 months from the end of the recruitment process.
6. Your personal data will not be made available to other entities, with the exception of entities authorized by law. Access to your data will be given to persons authorized by the Controller to process them in the performance of their duties.
7. You have the right to access your data and, subject to the law, the right to rectification, erasure, restriction of processing, the right to data portability, the right to object to processing, the right to withdraw consent at any time.

8. You have the right to lodge a complaint to the supervisory authority - the Chairman of the Office for Personal Data Protection, ul.Stawki 2, 00 - 193 Warsaw.
9. Providing personal data is mandatory under the law, otherwise it is voluntary.
10. Your personal data will not be processed by automated means and will not be subject to profiling.