



HR EXCELLENCE IN RESEARCH



**VICE-RECTOR  
IN CHARGE OF THE SCHOOL OF NATURAL SCIENCES  
AT THE ADAM MICKIEWICZ UNIVERSITY, POZNAŃ**

**ANNOUNCES**

**A COMPETITION**

**for the position of postdoc**

**at the Faculty of Biology**

<b>Basic information</b>
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**1. Competition reference number:**

**2. Research discipline (research field):**

Biological sciences

**3. Number of work hours per week including a task-based work schedule (if applicable):**

full time

**4. Type of an employment contract and expected duration of employment:**

fixed-term contract for 2 years, with possible extensions; includes initial 6-months trial period

**5. Anticipated job starting date:**

Early 2023, negotiable

**6. Workplace location:**

The post is at newly established Forest Biology Center, funded jointly by European Research Council and Adam Mickiewicz University, headed by prof. Michał Bogdziewicz.

The Centre is located at Faculty of Biology, Adam Mickiewicz University,  
Ul. Uniwersytetu Poznańskiego 6, 61-614 Poznań, Poland.

**7. Application deadline and process:**

Reviews of applications will start 31.10.2022; recruitment will be continued until the position is filled. Please, send applications to: [michalbogdziewicz@gmail.com](mailto:michalbogdziewicz@gmail.com).

Please, quote competition reference number in the email title.

## 8. Required documents

1. Application form/letter of the candidate addressed to the Vice-Rector announcing the competition;
2. *Curriculum Vitae*;
3. 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 2022, item 574 i.e. as amended; Polish: Dziennik Ustaw 2022 poz.574);
4. Information on the Applicant's research achievements,
5. Include two reference persons (e.g. past supervisors) familiar with your qualifications, together with their e-mail addresses.
6. 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

**Determination of qualifications: (researcher profile) according to the Euraxess guidelines: R2 or R3**

## 9. Job Offer description

### What is the project about?

The capacity of future forests to support biodiversity and deliver ecosystem services will depend on reproductive capacities that keep pace with 21st century climate change. The European continent is warming and drying out fast, and similar changes are happening world wide. The decade-scale trends in biodiversity will be governed by tree fecundity; the capacity of trees to produce seed and to disperse it to the habitats where populations can survive in the future. From the boreal to the tropical forests, including in majority of European tree species, reproduction happens through synchronized, quasi-periodic variation in fruit production, termed masting or mast seeding. Despite the crucial role of mast seeding in plant regeneration and wider ecological processes, our understanding of this process is rudimentary. Poor understanding of the mechanisms that govern masting are challenges for anticipating alternations in forest reproduction and function. Reliable predictive models are consequently not available, and the unpredictable recruitment of trees has become a key obstacle to understanding forest change. Recruitment, including reproduction and dispersal, is the most undeveloped demographic process in Earth system models. This work will transform our understanding of mechanisms governing trees reproduction and deliver tools for predicting forest reproduction trajectories under climate change. The main outcomes will be the first experimental description of how masting emerge at proximal level, and how this is conserved among species. This will be also the first explicit test of how variation in masting patterns matters for forest regeneration trajectories. Together with analysis of global reproductive patterns, our work will deliver a step-change in identifying species and regions of special conservation care. The ERC StG grant, headed by Michał Bogdziewicz, that will fund the post includes three work packages: 1) experiments with grafts to test proximate mechanisms of masting (see Bogdziewicz et al. 2020, Ecology Letters, <https://doi.org/10.1111/ele.13442>), 2) linking patterns of seed production in individual trees with their fitness through molecular analysis, 3) analysis of global datasets to untangle climate

change effects on seed production across populations, species, and biomes. We seek scientists interested in the subject to help deliver that work packages.

### **What do we offer?**

- You will have an opportunity to help creating a new spot on the scientific map. We will lunch with 5-6 people in early 2023, and grow to 10 over the first two years. The Forest Biology Center is launching now, and we seek to create a space that will respect work-life balance on one hand and be a hub for the excellent plant ecology on the other. Science is fun, and we want to do science that way.
- We have a long history of securing funding for our research ideas, we have the know-how to do excellent science, and we seek to publish it so it gets as wide publicity as possible (please, see <https://michalbogdziewicz.wordpress.com/>).
- Ambitious and cutting-edge research project fully funded by European Research Council, Polish National Science Centre, and Adam Mickiewicz University.
- Space and funding to develop own research, best within the wide scope of research done at the Center. Tasks in grants need to be completed, but curiosity needs answers. You have plenty of ideas and questions you would like to ask, and we hope to address that together.
- We want you to build the network and grow as a scientist. We offer full coverage of travel costs associated with research, training, and results dissemination (e.g. conferences, workshops).
- Support in relocation to Poznan. We have an angel that will help you with all the practical issues that are easy for locals and bunkers for international arrivals. We know how hard such international transition can be, we have been there, we've seen that :) The support will continue as long as it takes.
- Internal workshops, integration events, and team-building activities. We seek to create a workspace that will be vibrant, open, and friendly.
- Modern office space, personal computers (Mac's), standing desks if you wish.
- Salary ~ 10.900 PLN / month (gross). Make sure you Google significantly smaller leaving costs in Poland compared to countries of the "Old West".

### **Whom do we seek?**

We seek a person that is curious about how plants and forest function, knows the focal literature and knows how to work with data. We seek a team player with high ownership, that takes the job to the successful end. Formal requirements are given in other sections.

### **What do we expect?**

- Co-coordination of the project. We hope to pass a work package to you, and you will ensure this is successfully done. Depending on the work package, this will include:
  1. Fieldwork in Poland and abroad (e.g. Spain, UK, France), both in forests and in common gardens. This includes planning, logistics, and sampling.
  2. Data curation and analysis.
  3. Dissemination of results: papers and conferences.
- Co/supervising students.

## **10. Requirments 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 2022, item 574, i.e. Article 113 as amended) and who meet the following requirements:

1. Proven records of successful scientific project delivery. You have successfully conducted research and published it in a reputed journal. First-author paper is a must.
2. You are on the top of literature in plant reproductive ecology; knowing what is happening in a mast seeding world will be an important advantage, but plant ecologist/biologist of all subfields are encouraged to apply.
3. Proficiency in statistics, knowledge of the R language and environment. You know how to use GLMMs or equivalent tools; how to manage datasets with tidyverse or equivalent.
4. Team working.
5. Independence and ownership.
6. PhD in Biology/Environmental Biology/Ecology/equivalent.
7. Fluent English.

#### **11. Required languages**

1. **Language: English**
2. **Level: Fluent**

#### **12. Required research, teaching or mixed experience**

This post does not include teaching. Expected research experience is given in Job Offer description.

#### **13. Benefits**

**In addition to offer described in the Job Offer description, Adam Mickiewicz University ensures (this list is common to all job offers at UAM):**

1. supporting employees with disabilities
2. funding for language learning
3. co-financing of training and courses
4. life insurance
5. pension plan
6. savings and investment fund
7. preferential loans
8. leisure-time funding
9. subsidizing children's vacations
10. "13th" salary

#### **14. Eligibility criteria**

Competition committee will select candidates based on the assessed ability to help deliver the project goals, candidates research experience, records of ownership and independence.

#### **15. 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. 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.

## 16. Prospects for professional development

Please, see "Offer description"

### **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.
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.