

## Regulations for recruitment of Research Team Leaders for the project

" Reconfigurable detector for measuring the spatial distribution of radiation dose for applications in the preparation of individual patient treatment plans " implemented as part of the "Team-Net" programme

### § 1

#### **General provisions**

1. This document defines the recruitment process of the Leaders of Research Teams to the Project " **Configurable detector for measuring the spatial distribution of radiation dose for applications in the preparation of individual patient treatment plans** ". The project is financed by the European Regional Development Fund under the Intelligent Development Operational Program (Measure 4.4).
2. The project is implemented by a scientific consortium "Dose-3D" consisting of the AGH University of Science and Technology (AGH-UST Leader), Cracow University of Technology (CUT Partner 1) and Oncology Centre Krakow Branch (COI Partner 2).

### § 2

#### **The recruitment process**

1. Recruitment of Research Team Leaders will take place in three stages in a mode that ensures the selection of all three Leaders.
2. The Recruitment Committee (RC), which will interview the candidates and select the winners, will consist of members of the Scientific and Economic Committee (hereinafter referred to as the SEC) with at least 50% of the members of the SEC. When considering individual applications and making decisions as to the selection of individual candidates, the composition of the RC will be the same.
3. The project manager and representatives of individual partners may be present during the interviews of candidates but will not participate in making decisions as to the acceptance of candidates.
4. The exact dates of recruitment and requirements will be posted on the websites of the Leader of the "Dose-3D" consortium and partners as well as on the website of the Foundation for Polish Science and EURAXESS.
5. Recruitment will be carried out in accordance with the policy of equal opportunities for women and men as part of EU funds for 2014-2020 and the principle of equal opportunities and non-discrimination, including accessibility for people with disabilities.

### § 3

#### **Submission of recruitment documents**

1. Recruitment will start on 01 August 2019. The candidate should submit all documentation by September 1, 2019 in case of AGH-UST, by September 2, 2019 in case of COI, and by November 23 in case of CUT (in person or by post) at the secretary's office of the Faculty of Physics and Applied Computer Science.

2. To make the application valid, the candidates for Leaders should provide the following documents:

- a. your CV,
- b. up to five appendices enabling the assessment of the most important scientific and / or implementation achievements of the last 10 years, which are: full publication texts (in the original language) or full patents texts (in original language, patent entries cannot be achieved) or descriptions of implementations,
- c. a description of the originality of the research carried out so far and the most important results of recently completed research projects (up to 3 A4 pages),
- d. proposal of assumptions and research methods that will be the subject of R & D work of a research team led by a given person within the implemented project together with an indication (if applicable) of foreign scientific partners with whom it intends to cooperate in the framework of the implemented project (up to 4 A4 pages),
- e. description of other achievements, including a list and description of projects in which the candidate served as the manager or contractor, list of publications, list of patents and patent applications,
- f. at least two letters of recommendation

#### § 4

#### **Verification and selection of Leaders**

1. The first stage is the formal verification of recruitment documents, which will be carried out by the Project Management Team.
2. The evaluation of documents will be carried out in accordance with the principle of impartiality and transparency of the assessment.
3. In case of shortcomings, candidates will be asked to complete the documentation within 5 working days.
4. Recruitment documents that are incomplete or have formal deficiencies that will not be supplemented / corrected until 10 September 2019 will be rejected and will not be subject to further substantive evaluation.
5. The second stage includes substantive evaluation of recruitment documents submitted by the Candidate and creation of a ranking list of candidates who will pass to the third stage of selecting the Leaders. When creating a ranking list, the following criteria will be taken into account: career progression based on the candidate's CV (0 - 5 points), assessment of the quality of scientific achievements based on the presented publications (for example, the reputation of the journal and the number of citations: 0 - 10 points), analysis of the description of the assumptions for the research plan proposed by the candidate and its compliance with the assumptions of the implemented project (0 - 10 points), number of scientific projects in which he participated (as a manager or contractor) candidate (0 - 5) and evaluation of letters of recommendation (0 - 5).
6. For the third stage, a maximum of four candidates will be qualified, which received the highest number of ranking points, however, no fewer than 27 points (75% of the maximum number of ranking points possible to win).
7. Substantive evaluation of documents will be carried out by the RC with observance of the principle of impartiality and transparency of the assessment. The RC is appointed in accordance with §2.2
8. In the third stage, an interview will be conducted with the Candidate selected from the ranking list. The candidate should prepare a speech describing the proposed research plan, after the presentation there will be a discussion with the members of the RC. The interview will be

evaluated independently by each RC member (0 - 20 points). The final evaluation of the candidate's interview will be calculated as the arithmetic average of the individual assessments and rounded up without decimals. The leader will be the candidate who will get the highest total number of points in the second and third stages.

9. It is possible to submit appeals from negative recruitment results; which participants of the recruitment process have the right to submit within 7 days of receiving feedback from the KNG or the Recruitment Committee. Appeals will be considered by a specially appointed Appeals Commission.
10. The recruitment results will be forwarded to all Candidates by e-mail within 5 days after the recruitment is completed.
11. A copy of the recruitment reports will be forwarded to the Foundation for Polish Science within 7 days after the recruitment.

## § 5

### **Final Provisions**

1. Regulations come into force on 01 August 2019.
2. The final interpretation of the Project Regulations belongs to the Managing Team based on relevant rules and principles resulting from the Team-Net project, as well as relevant provisions of European Union law.
3. The regulations may change. Each change will be published on the Project website and will be available in the Project Office .
4. The Project Coordinator decides about matters not regulated in these Regulations.