

Rules for the evaluation of Candidates in a project entitled: “*Advanced biocomposites for tomorrow’s economy BIOG-NET*” within the TEAM-NET program of the Foundation for Polish Science

1. The recruitment process:

- 1.1 The process of recruiting eligible Candidates who meet the requirements of the job offer in accordance with gender equality and will not be discriminated against for any reason, in particular on the basis of their place of residence, disability, race, religion, nationality, political beliefs and affiliation, ethnicity, religion, sexual orientation or gender.
- 1.2 The recruitment process is conducted in two stages:
 - application submission with required documents (formal requirement)
 - interview
2. The Project Coordinator carries out a formal evaluation of the application. Formal evaluation is subject to: timeliness of submission and fulfillment of conditions stated in the job offer description.
3. Application documents sent after the deadline specified in the job offer will not be considered.
4. Candidates meeting the formal requirements are informed by phone or email by the Project Coordinator about the exact date and place of the interview.
5. The interview is carried out by the Project Coordinator and members of the Scientific and Economic Panel (SEP) representing not less than 50%, including at least: one scientific institution and one company.
6. The recruitment procedure is still carried out if only one candidate applies.
7. During the interview, the Candidate gains points in the scope of:
 - scientific research carried out in the past and present (1-5 points)
 - substantive planned research and development works within managed task in the BIOG-NET project (1-5 points)
 - skills in running scientific projects and team management (1-5 points)
8. Project Coordinator together with members of the Scientific and Economic Panel make the final evaluation of application documents:
 - evaluation of scientific publications and/or patents and/or implementations (1-5 points)
 - documented experience in carrying out scientific projects (1-5 points)
 - documented scientific competences in the scope of carrying out the indicated task - WP (work package) (1-5 points)
9. If several Candidates obtain the same number of points, awarded by the members of the SEP, the person responsible for selecting the final Candidate is the Project Coordinator.
10. The ranking list qualifies the Candidate for the positions of the Leader. The minimum point criterion is 90% of the sum of points from the interview and application documents.

11. All Candidates participating in the interview are about the recruitment results informed by phone or email by the Project Coordinator or a member of the SEP, no later than 7 days after the recruitment.
12. Participants in the recruitment process have the right to submit appeals against negative recruitment results within 7 days of receiving feedback from a SEP member or Project Coordinator. In response to the appeal, the Project Coordinator establishes an appeal committee whose opinion is necessary while approving the recruitment protocols by the FNP.
13. The Consortium Leader (in agreement with the Project Coordinator) submits to the FNP a copy of the recruitment protocol no later than 14 days after the completion of the recruitment process for Research Team Leaders.
14. Application documents of Candidates who have not been selected in the recruitment process will be permanently removed from the IT systems and a report will be drawn up.



Prof. dr. hab. Bogusław BUSZEWSKI
prof. zw. UMK