**REGULATIONS OF THE COMPETITION**

**Young Scientists**

1. **Criteria for the competition**
2. **THE COMPETITION CAN BE ENTERED BY A PERSON WHO:**
3. meets the conditions specified in art. 113 of the Act of the Law on Higher Education and Science of 20 July 2018 (the Journal of Laws of 2021, item 478, as amended),
4. is a PhD student or an academic teacher – and does not hold a doctoral degree,
5. or holds a Master’s degree or an equivalent professional title obtained not longer than 7 years earlier,
6. or holds a doctoral degree granted not longer than 7 years earlier.

The period of seven years referred to in paragraphs 2 and 3 does not include periods of maternity leave, leave on conditions of maternity leave, paternity leave, parental leaves granted under the terms of the Act of 26 June 1974 - the Code of Labor, or periods of receiving maternity benefits or parental benefits, or periods of receiving sickness or rehabilitation benefits connected with inability to work including due to disease requiring treatment rehabilitation.

1. **QUALIFICATION CRITERIA**
2. holding a master’s or a doctoral degree confirmed by a diploma recognized in the Republic of Poland on the basis of regulations mentioned on the website:

<https://nawa.gov.pl/en/recognition/legal-framework-for-recognition> ;

1. aptitude for research work;
2. aptitude for teaching activities;
3. a selected and presented by the candidate research project (an article/doctoral dissertation/grant, etc.) or a selected research concept (an article/doctorate, grant, etc.) and the candidate’s scientific research plans connected with their employment at the University of Economics and Business in Wrocław;
4. very good knowledge of English in speaking and writing (knowledge of another foreign language will be an additional advantage);
5. knowledge of Polish will be an additional advantage for foreigners;
6. communication skills and ease at establishing interpersonal contacts;
7. ability to work effectively in a team;
8. ability to set goals, commitment and consistence in their implementation;
9. time management ability.
10. **APPLICATION FOR THE COMPETITION SHOULD CONTAIN:**
11. an application form addressed to the Rector of the University of Economics and Business in Wrocław;
12. a copy of a master’s degree or a doctor’s diploma or a certified photocopy;
13. CV;
14. a list of academic achievements (publications, papers, posters communications presented at scientific conferences, participation in research projects, a master’s thesis or a doctoral dissertation- with an indication of the achievement that will be presented by the candidate during the interview), didactic, educational and educational achievements;
15. statement of meeting the conditions specified in art. 113 of the Act of the Law on Higher Education and Science of 20 July 2018 (the Journal of Laws of 2021, item 478, as amended);
16. statement that the University of Economics and Business in Wrocław will be the candidate’s primary workforce;
17. an applicant’s consent to personal data processing for the purpose of the recruitment process in the competition;
18. a valid opinion or a recommendation letter (at least one) written by a person holding a title of a professor or a scientific degree.
19. **CONDITIONS OF EMPLOYMENT**

Employment on the basis of a fixed-term full-time employment contract at the primary workplace (in accordance with the Act of the Law on Higher Education and Science, the Journal of Laws of 2021, item 478, as amended).

1. **RECRUITMENT PROCESS**
2. **APPLICATION SHOULD BE SENT TO THE FOLLOWING ADDRESS:**

Wrocław University of Economics and Business

Personnel Service Centre

The Human Resources Department

Komandorska 118/120

53-345 Wrocław

The deadline for submission of documents is mentioned in the competition announcement.

1. **VERIFICATION OF SUBMITTED DOCUMENTS**
2. Administrative service of the recruitment process is provided by the Human Resources Department of the University of Economics and Business in Wroclaw.
3. The Human Resources Department of the University of Economics and Business in Wroclaw verifies in formal terms submitted documents and may request them to be completed. The candidate is obligated to complete the formal gaps within 2 days under penalty of rejection.
4. Particular recruitment committees appointed by the deans of faculties will assess the submitted application documents.
5. Based on the assessment, a list of candidates to be invited to the next recruitment stage will be compiled.
6. Selected candidates will be informed by phone or e-mail on the contact indicated in the application documents.
7. **VERIFICATION OF COMPETENCES**
8. The Business Cooperation Center of will verify soft skills of candidates nominated by faculty committees.
9. The results of competence tests will be forwarded to the faculty recruitment committees.
10. **INTERVIEWS WITH SELECTED CANDIDATES**
11. Interviews with candidates will be conducted at times appointed by faculty committees by the date given in the competition announcement.
12. Selected candidates will be informed about the place, date and time of the interview not later than three days before the planned interview.
13. After completing the recruitment process faculty committees will submit reports containing a list of recommended candidates or information about not selecting any candidate, along with the justification to the Rector of the University of Economics and Business in Wrocław.

**III** **OUTCOME OF THE COMPETITION**

1. The date of the competition outcome is given in the competition announcement.
2. In all the disputes related to the competition the final decision is made by the Rector of the University of Economics and Business in Wrocław.
3. It is not anticipated that candidates may appeal against decisions/actions taken in competitions.
4. The employment decision is made by the Rector of the University of Economics and Business in Wrocław. The Rector indicates the faculty right for the candidate, taking into account the didactic and research needs of the University.
5. The University of Economics and Business in Wrocław reserves the right to contact the selected persons and the right to close the competition without a decision.