

Jagiellonian University in Kraków promotes cooperation and cares for a good atmosphere based on mutual trust. It implements the strategy resulting from The Human Resources Strategy for Researchers, creating stable conditions for employment as well as the development of academic career, which resulted in the award of the HR Excellence in Research by the European Commission

INFORMATION ON SELECTION PROCEDURE

Date of selection procedure announcement Krakow, March 31, 2026

Selection procedure information number given by the Centre for Human Resources	1227.1101.70.2026
Dean (F/M) of the Faculty of / Director (F/M) of a non-faculty, inter-faculty or common unit	Dean of the Faculty of Biology Prof. dr hab. Magdalena Chadzińska
Address	Gronostajowa 7, 30-387 Kraków

RECTOR

of the Jagiellonian University

announces a selection procedure for the position of an

ASSISTANT PROFESSOR (F/M)

Group of employees (F/M)	Research staff
JU organisational unit (place of work performance)	Institute of Environmental Sciences Faculty of Biology
Field of science	Exact and Natural Sciences
Discipline	Biological sciences
Scope	Evolutionary ecology of birds
Number of posts	1
Type of employment	Fixed-term contract
Working time	1/1
Planned duration of employment	33 months
Expected date of employment commencement	II quarter of 2026

<p>Remuneration</p>	<ul style="list-style-type: none"> • basic remuneration in the range of 7.395,00–8.870,00 PLN gross; • seniority allowance depending on length of service (3–20%); • jubilee awards for long-term service – in accordance with the Regulation for remuneration of employees of the Jagiellonian University; • possible task-based and periodic allowances, as well as discretionary awards, upon meeting the conditions set out in the Regulation for remuneration of employees of the Jagiellonian University; • additional annual remuneration, the so-called "thirteenth salary" – after meeting the conditions specified in the relevant regulation <p>Benefits – Institutional Social Benefits Fund (depending on the income per family member, in accordance with the Regulations for Granting Benefits from the Company Social Benefits Fund of the Jagiellonian University):</p> <ul style="list-style-type: none"> • co-financing of summer holidays (PLN 1050–1550 gross) and winter holidays (PLN 700–900 gross); • co-financing for children for organised holidays (PLN 900–1400 gross), or co-financing of individually purchased summer camps, sports camps, winter camps, medical holidays or rehabilitation stays (50–90%, with the maximum amount eligible for co-financing being PLN 2500 gross) per child; • cash equivalent for a special occasional package of sweets in the amount of PLN 100–300 gross per child; • co-financing of childcare in nurseries, kindergartens and other forms of preschool education, as well as care provided by a daily guardian or nanny (PLN 250–400 gross).
<p>Requirements</p>	<p>The competitive selection process is open for all individuals, who meet the requirements set out in Articles 113 and 116.2.3) of the Act of 20 July 2018 – Law on Higher Education and Science, and who meet the following eligibility criteria according to § 165 of the Statute of the Jagiellonian University:</p> <ul style="list-style-type: none"> • holding at least a doctoral degree; • having relevant scientific achievements; • taking active part in scientific life.
<p>Additional requirements necessary for employment (indicated in order of priority)</p>	<ul style="list-style-type: none"> • Compliance with the NCN's requirement for persons employed as post-docs, i.e. obtaining a doctoral degree in the year of employment in the project or in the period of 7 years prior to 1 January of the year of employment in the project and other years specified in the Annex to NCN Council Resolution No 23/2024 of 4 March 2024. • Published track record (in established international journals) demonstrating experience in animal ecology and/or behavioral ecology. • Good English skills (written & spoken). • Good working knowledge of modern biostatistical methods, such as linear models and mixed models. • Experience in working in wild bird populations (including the knowledge of fieldwork documentation techniques, morphological measurements of birds, bird ringing methodology).
<p>Project Title</p>	<p>NCN OPUS „PanColAvi: Ecology and evolution of avian colouration beyond the spectral simplicity of plumage reflectance”</p>

<p>Program / Project description</p>	<p>This project proposes a detailed approach to studying bird colouration, exploring it in a hierarchical manner across multiple mechanisms. By investigating how these different levels generate colour, it will provide new insights into how bird colour traits function as signals. Structural colours, like those in iridescent feathers of hummingbirds or peacocks, are produced by microscopic feather arrangements, while pigment-based colours depend on molecules such as carotenoids. Each mechanism plays a unique role in shaping the bird's appearance and signalling content. To disentangle pure colour measurements from more holistic measures of ornament quality (colour purity and ornament size, colour dynamics, repeatability or lability of colour patterning), I am to use a wide array of biological systems, together with meta-analysis and comparative analysis. This includes exploring the quality of colour patches, the patterns formed by different colours, and the dynamic nature of iridescence, which shifts depending on the observer's angle. For instance, the dynamics of a shimmering iridescence of hummingbird throat feathers may signal health or fitness, adding complexity to the messages conveyed through plumage.</p> <p>To achieve these goals, fieldwork will be conducted at a research site in Gotland, Sweden, and in other locations that allow for comparative studies of closely related species with distinct colour traits (the blue tit and the collared flycatcher). Locations such as Macaronesia and Costa Rica will provide additional systems focused on closely related species with distinct colour-producing mechanisms, constituting an almost continuous spectrum of underlying functional characteristics (hummingbirds, African and Canary blue tits, Macaronesian chaffinches). Comparative analysis of museum specimens will help track historical changes in bird colouration, while a meta-analysis of published data will uncover trends across different species. This work will further examine how evolutionary pressures shape the complexity of bird colouration. Additionally, the project will integrate genetic research to investigate the expression of specific genes involved in colour production by using well-known model species (the blue tit and the common chaffinch) in captivity to study the growth of feathers differing by colour-producing mechanism. Identifying genes that influence different mechanisms, such as pigment deposition and structural arrangement, will reveal the genetic basis for colour variation and the evolutionary dynamics of these traits over time.</p>
<p>Scope of duties</p>	<p>according to the Annex 1 to the Work Regulations of the Jagiellonian University Annex 1 to the Work Regulations of the Jagiellonian University – Model scopes of responsibilities and duties of academic teachers (F/M)</p> <ul style="list-style-type: none"> • participation in fieldwork in the studied populations, • contributing to PhD students supervision, • colourimetry of feathers, • statistical analysis of data.
<p>We offer</p>	<ul style="list-style-type: none"> • stable employment based on an employment contract at the renowned university, • cooperation with the interdisciplinary academic community represented by well-known scientists, • scientific support as well as the possibility of qualifications improvement and professional development, • access to research infrastructure, • benefits in the form of i.a. Multisport card, sports activities, medical packages, group insurance, • additional social benefits.

Required application documents	<ol style="list-style-type: none"> 1. resume, 2. personal questionnaire filled in by the Candidate (F/M), 3. copy of the doctoral diploma or a diploma confirming the Candidate's (F/M) habilitation degree, if applicable, 4. information on the Candidate's (F/M) scientific, teaching and organisational achievements, 5. declaration of the Candidate (F/M), confirming that the Jagiellonian University will be their primary place of work, should they be selected in the selection procedure, 6. statement under Article 113 of the Law on Higher Education and Science, 7. statement on acknowledging and accepting the rules and regulations concerning intellectual property management and commercialisation in force at the Jagiellonian University. <p>Declaration forms (no. 5-7) and personal questionnaire template (no. 2) can be obtained at: https://cso.uj.edu.pl/en_GB/dokumkandyd</p>
The course of selection procedure	<p>The first stage of the selection procedure is the formal assessment of the submitted documents. Applications which meet all formal requirements are the subject of substantive assessment, during which an interview with the Candidate (F/M) may be conducted (directly or via electronic communication channels), upon settling the date of the interview with the Candidate (F/M). During the interview, the soft competencies indicated in the announcement will also be verified. The Candidate (F/M) has the right to appeal against the negative assessment by the selection board within 7 days from receiving the information about the results of the assessment.</p> <p>The selection procedure is conducted in accordance with The Policy of Open, Transparent and Merit-Based Recruitment Process at the Jagiellonian University.</p>
Form of submission	by e-mail to the address: szymek.drobniak@uj.edu.pl title: PanColAvi post-doc application
Deadline for submission of applications	April 15, 2026
Expected date of the selection procedure settlement	April 30, 2026
Method of communicating of the results of the selection procedure	by e-mail
Questions	For further information please contact Professor Szymon Drobniak, e-mail address: szymek.drobniak@uj.edu.pl

In the selection procedure, the Jagiellonian University follows the principles of the European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers. Jagiellonian University does not provide housing. The selection procedure does not provide for any preferences or decisions that differentiate between Candidates (F/M) on the basis of gender; the evaluation process is conducted in accordance with the principles of equal treatment and gender neutrality. Jagiellonian University has an internal procedure for reporting violations of the law and protecting persons making such reports (whistleblowers), in accordance with applicable regulations. [Order of the Rector of Jagiellonian University on the Procedure for reporting violations of the law and taking follow-up action at Jagiellonian University.](#)

On behalf of
the Rector of the Jagiellonian University
Professor Magdalena Chadzińska
Dean of the Faculty of Biology

Personal data processing information for job applicants

According to Article 13 of the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation – hereinafter GDPR), the Jagiellonian University informs that:

1. The Administrator of your personal data is the Jagiellonian University with its registered office in Gołębia 24, 31-007 Kraków, represented by the Rector of JU.
2. The Jagiellonian University appointed the Data Protection Officer www.iod.uj.edu.pl, Gołębia 24, 31-007 Kraków. The Officer can be contacted by email: iod@uj.edu.pl or at the telephone number 12 663 12 25.
3. Your personal data will be processed in order to:
 - a) conduct recruitment process for the position specified in the advertisement – as part of the legal obligation of the Administrator pursuant to Art. 6 (1) lit c of the GDPR in connection with the Polish Labour Code;
 - b) conduct recruitment process for the position specified in the advertisement based on your consent pursuant to Art. 6 (1) lit a of the GDPR – your consent is granted by the clear action of submitting your CV with the Administrator. The consent to the processing of personal data concerns data that you voluntarily provide as part of your CV, which do not result from Polish Labour Code.
4. The obligation to provide your personal data results from the law (it applies to personal data processed under Article 6 (1) lit c of the GDPR). Failure to provide you personal data will result in your inability to take part in the recruitment process. Submission of personal data processed on the basis of consent (Article 6 (1) lit a of the GDPR) is voluntary.
5. Your data will be processed during the recruitment period. In the event of not concluding the contract with you, your data will be deleted after the recruitment process.
6. You have the right of access to the content of your personal data, as well as the right to correct, delete, restrict processing, transfer, object to processing – on the terms and conditions set out in the GDPR.
7. If the processing is based on consent, you have the right to withdraw the consent at any time, which shall not affect the lawfulness of processing based on the consent given before the withdrawal. Withdrawal of consent to the processing of personal data can be sent by e-mail to: iod@uj.edu.pl or by post to the following address: Jagiellonian University, Gołębia 24, 31-007 Krakow, or you can withdraw your consent in person at Jagiellonian University, Gołębia 24, 31-007 Kraków.
8. Your personal data will not be subject to automated decision making or profiling.
9. You have the right to lodge a complaint with the Inspector General for the Protection of Personal Data, if you feel that the processing of your personal data violates the GDPR regulations.