

RECRUITMENT INFORMATION

Position name: Researcher

Research field: Natural sciences

Research discipline: Biology

Place of work: Warsaw

Type of contract: Employment contract

Full-time equivalent: 1

Number of available positions: 1

Organization: Nencki Institute of Experimental Biology PAS

Project: “Personalized antibody-drug conjugates activated by matrix metalloproteinases for solid tumors”, acronym: PACMAN, Virtual Research Institute (WIB); managing entity: Łukasiewicz Research Network – PORT. The PACMAN project aims to develop a new class of antibody-drug conjugates (ADCs) that do not require internalization and are selectively activated extracellularly by matrix metalloproteinases (MMP-2, MMP-9, MMP-14) in the solid tumor microenvironment.

Position type: Research specialist

Research Position Profile: R2 - Recognised Researcher (in the project: Junior Researcher)

Final deadline for submitting applications for recruitment: until 2/07/2026, 11:55PM

Advertisement expiration date: 2/07/2026, 11:55PM

Recruitment decision date: 6/07/2026

Planned employment date: 7/07/2026

Employment period and remuneration: 12 months (with the possibility of extending the employment for an additional 36 months following a positive performance evaluation, for a total employment period of 48 months); monthly salary 15 000 gross/gross.

Job description :

Research Specialist in the Research Group led by Prof. Agnieszka Dobrzyń.

Tasks :

Work on the implementation of the project in the area of in vitro and in vivo testing of newly developed antibody–drug conjugates (ADCs) for pancreatic cancer.

Requirements :

- A PhD degree in Biological Sciences and a minimum of two years of experience in an international research institution are required. At least four years of professional experience in the research and development sector is expected, together with proven expertise in the independent design and execution of advanced experimental studies in translational biology, cell biology, molecular biology, and biochemistry.
- Knowledge and experience in drug discovery, including the identification and characterization of novel therapeutic molecules, are essential. Documented experience in research involving cancer cell lines, immune cell lines, and primary cell cultures is required. Candidates should demonstrate expertise in genetic modification of cell lines, particularly in the design, generation, and validation of cellular reporter systems.
- Experience in the design, optimization, and implementation of high-throughput phenotypic screening assays is expected, along with advanced hands-on expertise in molecular biology techniques (RT-qPCR, Western blotting), biophysical methods (SPR, AlphaScreen), immunochemical and cellular imaging techniques (ELISA, flow cytometry, fluorescence microscopy), as well as structural biology methods (HDX-MS, CD, DSF, DLS).
- Practical experience with cheminformatics tools, including molecular modeling software, and bioinformatics tools supporting experimental design, data analysis, and interpretation is required.
- Strong proficiency in data analysis and statistical interpretation of research results is essential.

- A significant scientific track record is required, including at least 10 publications in internationally recognized peer-reviewed journals, as well as documented achievements in science communication and public engagement activities.
- A strong background in protein structural analysis methods and the interpretation of advanced proteomics data will be considered an asset.
- Complying with the non-competition policy following the WIB Programme guidelines is required.

Selection criteria :

1. The candidate's scientific and professional experience, as well as their competencies relevant to the implementation of tasks within the research project.
2. Scope of previous scientific activity.
3. Quality and scope of the candidate's scientific achievements, in particular scientific publications, participation in research projects, awards and distinctions received, and references provided by independent researchers.
4. The candidate's soft skills, including the ability to work effectively in a team, communication skills, proficiency in English, and the alignment of the candidate's scientific development plans with the objectives of the research group.

The recruitment process will be conducted through an open competition, in accordance with the principles set out in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, which are part of the HR Excellence in Research strategy.

We offer :

- Stable employment,
- Employment based on an employment contract,
- The opportunity to gain valuable professional experience,
- Additional benefits: health insurance, sports card, social fund

Required documents:

1. Short CV
2. A copy of the document confirming possession of a doctoral degree
3. List of publications, list and description of scientific internships

Additional information

The announcement will be published on the following websites:

<https://wib.port.org.pl/en/homepage/>

<https://pwr.edu.pl/>

<https://nencki.edu.pl/>

<https://ichf.edu.pl/>

<https://hirszfeld.pl/>

<https://uwr.edu.pl/>

<https://euraxess.ec.europa.eu/>

Application documents in Polish or English should be sent by email to: postdoc@nencki.edu.pl. Please include the following reference in the subject line of your email: jrwiw, until 2/07/2026, 11:55 PM.

Applications submitted without the reference “jrwiw” in the subject line of the email, as well as applications received after the submission deadline, will not be considered.

Any questions regarding the recruitment process should be directed to the Human Resources and Recruitment Office.

The date and time of receipt of the application documents shall be decisive. The deadline for the submission of application documents is 11:55 PM. on the date specified in the Recruitment Announcement. Receipt of the application documents will be confirmed by the Human Resources and Recruitment Office via email sent to the address provided by the applicant.

Applications will be reviewed by a Recruitment Committee appointed by the Principal Investigator. Upon completion of the recruitment process, application documents submitted by post by unsuccessful candidates will be returned. Such documents may also be collected from the Human Resources and Recruitment Office within two months of the completion of the recruitment process, subject to written acknowledgment of receipt.

The Institute reserves the right to close the recruitment process without selecting a candidate.

The recruitment conducted by the Nencki Institute is open, implemented in accordance with clear and transparent principles based on clear and unambiguous criteria for substantive evaluation, taking into account diverse career paths.

Nencki Institute conducts recruitment procedures in accordance with the guidelines of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and the Open, Transparent and Merit-Based Recruitment of Researchers (OTM-R) Policy.

LINK PL: <https://nencki.edu.pl/pl/instytut/o-instytucie/struktura/dzial-spraw-pracowniczych-i-rekrutacji/otm-r/>

Please include the following clause in your CV:

I give consent for my personal data included in the recruitment form to be processed by Nencki Institute of Experimental Biology PAS with its registered seat in Warsaw at Pasteur Street No. 3 (data controller) for the purposes of recruitment for Postdoctoral Researcher position pursuant to 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 in compliance with a legal obligation to which the data controller is subject to (Art. 6 section 1 letter a) and the Act on personal data protection of 10 May 2018 (Journal of Laws of 2018, item 1000).

Information Clause:

The Controller of data is Nencki Institute of Experimental Biology PAS with its registered seat in Warsaw at Pasteur Street No. 3.

Contact Details of the Personal Data Protection Officer: iod@nencki.edu.pl

Personal data in the recruitment form is collected and will be processed only for the purposes of recruitment for the Researcher position conducted by Nencki Institute of Experimental Biology PAS.

Giving consent for processing of your personal data is voluntary; however, it is necessary in order to take part in recruitment. I hereby state that I was informed about the right to withdraw my consent at any time. The withdrawal of the consent does not influence the lawfulness of any processing performed before the consent withdrawal.

Personal data collected in order to perform the recruitment process shall be processed throughout the period of time necessary for the organisation and completion of the recruitment process, as well as for considering a possible complaint; however, not longer than up to 31.12.2026.

Personal data will not be transferred to a third party.

You have the right to request the data controller for access to your personal data, to edit or limit its processing, as well as to raise an objection or transfer your data. You are also entitled to file a complaint to the supervisory body (President of the Office for Personal Data Protection).