

# 27 Reasons to Work at the IIMCB

## Organization

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1. The highest scientific category A+ from the Ministry of Science and Higher Education in Poland.
2. Specialization in rapidly growing fields of RNA and cell biology.
3. A unique legal status based on the agreement between the Polish Government and UNESCO, which guarantees independence and the international character of the IIMCB.
4. Operates based on the standards of leading scientific institutions in the world.
5. Supervised by the International Advisory Board consisting of eminent scientists from all over the world, including Professor Aaron Ciechanover, a Nobel Prize laureate.
6. One of the leaders among research institutes in Poland in terms of obtaining EU funds.
7. Publications in renowned scientific journals.
8. Dynamic growth thanks to the RACE project. The Institute is on its way to become the center of excellence in RNA and cell biology.

## Work environment

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9. Professional and collaborative work environment.
10. English as the official language of communication.
11. Flat management structure.
12. Comprehensive support for foreigners (processing of documents related to residency, assistance in finding accommodation, 24/7 emergency number etc.)
13. Mentoring program for researchers.
14. Efficient and friendly administration.
15. Close institutional cooperation with the leading scientific centers in Europe within the EU-LIFE alliance and RACE project.

## Work culture

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16. "HR Excellence in Research" standard.
17. Organized work system with clearly defined premises, goals, and tasks.
18. A culture of personal development.
19. Flexible working hours.
20. Hybrid work mode for administration with up to 50% remote work.

## Benefits

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21. 13<sup>th</sup> salary.
22. 36 days of annual leave for scientific staff.
23. Additional paid annual leave up to 36 days for non-scientific staff.
24. Competitive scholarships for PhD students.
25. Co-financing of private healthcare.
26. Co-funding for training and language courses.
27. Access to social benefit packages: subsidies for vacations, sports card and cultural activities, nursery and pre-school, and holiday benefits.