

## Graduate positions

The Institute of Nature Conservation in Krakow, Polish Academy of Sciences, invites applications for two research assistant positions within the project "The ecology of human-wildlife conflicts: disentangling the drivers of brown bear (*Ursus arctos*) damages at the biogeographical, population and individual level". The general objective of this project is to improve our understanding of the factors associated with brown bear damage occurrence at three different levels. This study builds on a novel combination of different approaches (habitat modeling, genetics, isotope and hormonal analysis) to human-wildlife conflicts.

Candidates must have completed a graduate degree in biological or environmental sciences, or a closely related field. We seek for highly motivated and creative graduates, interested in research on human-wildlife conflicts and conservation biology, in general. The **first position** is focused on the spatial and environmental factors related to bear damages. Demonstrated skills on spatial analysis and use of GIS are required. The **second position** will deal with the individual aspects of damage occurrence; required skills are laboratory experience with molecular techniques and basic knowledge of stable isotope and hormonal analysis. Candidates should have good communication skills in English (oral and written), a strong capacity for work, and ability to work and think independently. A driving license and physical ability to work in a variety of field conditions are also required. As the candidates will be part of an international research team and a network of collaborators in Europe is to be build, social and cooperative character is highly desirable. Preference will be given to candidates who have been previously engaged in scientific research and have previous working experience with brown bears. The successful candidates will initiate the official procedures for their doctoral thesis within this project. The successful candidates are expected to lead the publication of at least one scientific paper from the SCI per year, as well as to contribute to other peer-reviewed publications within the team and to the dissemination of results at international scientific conferences. Applicants interested mostly in field work are discouraged to apply.

The duration of the contract is one year, renewable to two years more (ending in October 2016) depending on the candidate's performance. Starting date will be 18 November 2013. Salary will be approximately 2000 PLN netto per month.

Applicants should send to the project leader, Nuria Selva ([nuria@iop.krakow.pl](mailto:nuria@iop.krakow.pl)) the following documentation in English, indicating which position they apply for:

- (1) A letter of interest (maximum 2 pages) detailing their qualifications for the position, their research experience, and how this position will help to fulfill their personal career goals
- (2) A curriculum vitae
- (3) Scan or copy of the University graduate title
- (4) Contact information for two referees

The preselected candidates will be requested for a personal interview in English. The application deadline is 15 November 2013. Note that applications will be considered on a rolling basis, so candidates are encouraged to apply as early as possible.