



INSTITUTE OF NATURE CONSERVATION - POLISH ACADEMY OF SCIENCES

PhD Position position on Global Patterns of Human-Wildlife Conflicts

We seek a highly motivated and creative candidate, with good communication skills and a strong working capacity for a **PhD position at the Institute of Nature Conservation, Polish Academy of Sciences (IOP PAN), Kraków, Poland** in collaboration with a research team from the [Doñana Biological Station \(EBD-CSIC\)](#) in Spain. We offer a **full-time position for 48 months starting in October 2025** within the **NCN SONATA project “Human–wildlife conflicts under global change” (Project No. 2024/55/D/NZ8/01512)**.

Study field: ecology, macroecology, global change biology, biodiversity science.

Location of the project: Institute of Nature Conservation, Polish Academy of Sciences, Adama Mickiewicza 33, 31-120 Kraków, Poland

Supervisors: Dr hab Nuria Selva and Dr Carlos Bautista

Scholarship: approx. **5000 PLN monthly before mid-term evaluation and 6200 PLN after mid-term evaluation** (tax-free, but Social Security contributions and health insurance will be deducted). This scholarship ensures a satisfactory standard of living in Poland, where living costs are lower than in Western Europe. The project will cover costs of business trips (e.g., travel and accommodation during project meetings and scientific conferences). There are additional financial bonuses at the IOP PAN (e.g., for publications) and opportunities to apply for independent research projects. The costs associated with PhD courses and the defense will be covered by the Doctoral School and the IOP PAN.

Recruitment process: Recruitment to the project will be combined with the admission process to the **Doctoral School of Natural and Agricultural Sciences**, so candidates must submit a set of documents specified in [Appendix No. 2 to the Rules for Admission](#); see also below). The selection will be based on qualifications, including scientific achievements, experience, awards, internships, skills, and competences. An interview with pre-selected candidates will form part of the selection process. The successful candidate will be admitted to the Doctoral School and obliged to carry out the duties of a doctoral student arising from its regulations and program of study (see Terms and Conditions [here](#)).

Deadline: 31 August 2025, 23:00 CET

Applications: Please email all required documents (in a single PDF) to sekretariat@iop.krakow.pl with the subject line: **“PhD application – Human-Wildlife Conflicts Project”**

Contact for inquiries: carlos@iop.krakow.pl

Pre-selected candidates will be invited to an interview in September 2025.





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Short description of the project: This project aims to synthesize knowledge on human–wildlife conflicts in the context of global change. Specifically, we will investigate the ecological mechanisms driving negative interactions between humans and terrestrial vertebrates, with a special focus on analysing the spatiotemporal patterns and trends of these interactions across multiple spatial scales.

The research will address three key questions:

- (1) What constitutes human–wildlife conflict under global change? Current studies are mostly descriptive and localized; global-scale assessments are rare.
- (2) Are conflicts increasing over time due to anthropogenic pressures? Despite consensus on rising conflicts, systematic global analyses of trends are lacking.
- (3) How does global change drive these conflicts? The project will explore how climate variability, land-system change, altered nutrient flows, and biodiversity loss influence conflict dynamics.

By integrating ecological perspectives with global change science, the project will provide new insights into the drivers and mechanisms of conflicts, aiming to support strategies for coexistence in the Anthropocene.

Tasks for doctoral student: The candidate will compile and synthesize data on negative interactions between humans and terrestrial vertebrates, including crop damage, livestock predation, infrastructure impacts, and risks to human safety. Key drivers such as land-use change, human footprint, population density, and climate variables will be assessed. The work includes classifying conflicts, analyzing spatial patterns, and identifying temporal trends at multiple scales, from national to global. Statistical approaches will involve structural equation models and hierarchical Bayesian methods (e.g., INLA) to account for complex spatiotemporal dependencies. The candidate will assess ecological pathways through which components of global change influence conflicts, providing novel insights into the mechanisms driving human–wildlife interactions and their future dynamics under environmental change.

Requirements for candidates: We seek a highly motivated and creative person, with good communication skills, a strong capacity for work, and the ability to think independently. She/he will be part of an [international research team](#). She/he will work closely with collaborators across several institutions. Therefore, a cooperative character, and a willingness to travel and conduct research stays abroad are highly desirable. The successful candidate is expected to publish results in scientific journals and disseminate them to scientific and non-scientific audiences. All qualified applicants will receive consideration regardless of race, color, religion, sex, sexual orientation or identity, national origin or disability status.

- A Master's degree (or equivalent) in ecology, environmental science, geography, or a related field
- Familiarity with ecological literature and scientific databases
- Skills in R and/or other statistical software
- Basic GIS and spatial analysis skills
- Good written and oral communication in English
- Interest in global environmental issues and ecological synthesis





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Previous research experience in studies on human-wildlife conflicts and coexistence, knowledge about systematic reviews or meta-analyses, experience with bibliographic databases (e.g., Web of Science, Scopus), scientific writing, dissemination of scientific results and professional experience abroad will be considered assets.

Application for the PhD position:

For details and templates of required documents for admission to Doctoral School in academic year 2023/2024, please see <https://www.botany.pl/index.php/en/teaching-en/doctoral-school-en/admissions-en>

- 1) Application for admission to the Doctoral School along with reasons therefor, i.e., a letter of interest, detailing the qualifications of the candidate for the position, his/her research experience, and how this position will help to fulfil personal career goals (see Doctoral School webpage for the template);
- 2) Consent to the processing of personal data for the purposes of the admission procedure in accordance with the template thereof attached as Appendix to the Rules for Admissions);
- 3) CV specifying a list of scientific achievements, employment record and participation in scientific projects, conferences, workshops, training and internships, together with list of publications;
- 4) Contact information to two academic referees or people with whom a candidate have worked;
- 5) Personal data form (see Doctoral School webpage for template);
- 6) 2 photos + one photo in electronic form (passport-sized format); these can be submitted later, only by a selected candidate;
- 7) Diploma certifying completion of Master studies or a document confirming the fulfilment of the conditions set out in § 2 sec. 6-8 of Recruitment Rules (see Doctoral School webpage); in the case of a diploma of study abroad, it should be endorsed with an apostille clause;
- 8) Photocopy of the student's record book/diploma supplement containing the relevant entries;
- 9) Certificate or diploma certifying completion of studies, confirming English language competencies at no less than B2 level; the list of certificates is specified in Appendix to these Rules for Admissions;
- 10) Statement concerning previously commenced doctoral studies or doctoral programme, or education at another doctoral school;
- 11) Information on the doctoral scholarship received at the doctoral school and the period for which it has been paid;
- 12) A copy of the abstract of the Master's thesis in Polish or English;
- 13) A statement of no health-related contraindications to carry out the tasks provided for under the research theme concerned;
- 14) A statement to the effect that the person can use electronic equipment in order to attend classes held with the use of distance learning methods and techniques;
- 15) Declaration of disability where applicable.

Documents should be combined into a single pdf and sent by email to the address **sekretariat@iop.krakow.pl** with the subject line: **"PhD application – Human-Wildlife Conflicts Project"**.

