Capacities/Research Potential
FP7-REGPOT-2012-2013-1

Project No. 316254
BASTION

"From Basic to Translational Research in Oncology"

Deliverable D3.3

Report on the recruitment of a new group leader and his/her research activities

Project start date:	1.09.2012
Project duration:	42 M
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Actual submission date:	27.02.2014
Dissemination level:	PUBLIC

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All reports are available on BASTION Webpage: www.bastion.wum.edu.pl

1. Introduction

Deliverable D3.3 corresponds to the task T3.2 in WP3, that was delivered in time.

The BASTION project is envisioned to allow Medical University of Warsaw (MUW) to become a leading research and clinical oncology centre in Central Europe. One of the objectives realized in WP3 is to organize a separate bioinformatics unit, which will support genomic analyses planned within the proposed project as well as an independent research activity aimed at development of novel bioinformatics tools and approaches to next generation sequencing (NGS). The research of the new group leader will be focused on personalized approaches in oncology, strongly focused on bioinformatics (DNA and protein sequence, microarray, and biological pathways analysis).

2. Recruitment process

We felt that recruiting a high-profile lab leader would not be an easy task, so we started a recruitment process at the very beginning of the BASTION project. Recruitment process was carried out according to the procedures of the Medical University of Warsaw.
Advertisements were published on the online Nature Jobs website (www.nature.com/naturejobs/science/), EURAXESS website (http://ec.europa.eu/euraxess/index.cfm/jobs/index). Both Nature website and EURAXESS websites have an extensive job-marketing section and wide European and international coverage. Moreover, advertisements were announced on the Medical University of Warsaw website (www.wum.edu.pl), distributed through email lists to international and domestic research centers (The International Institute of Molecular and Cell Biology IIMCB, Nencki Institute of Experimental Biology, University of Warsaw, Mossakowski Medical Research Centre, Polish Academy of Sciences, Institute of Haematology and Transfusion Medicine**,** Institute of Fundamental Technological Research Polish Academy of Sciences, Jagiellonian University) and published in the second highest selling newspaper in Poland (*Gazeta Wyborcza* – in paper and electronic version) .

A. Announcements

Announcements were published on 5th September, 2012 with deadline on 21st September, 2012 (see attachment 1).

B. Applications

The response to the advertisement for research position was fairly good, however three candidates were formally ineligible for the position. Selection board assessed candidates' suitability for positions and assessment processes was focused upon the formal criteria and work-related qualities needed for positions (attachment 2). Finally, only one candidate was selected for an interview.

The following six selection criteria were used:

CRITERIA	WEIGHT (TOTAL OF 100)
Motivation letter	5
2 reference letters	5
Publications	50
Experience in the area	20
International experience	10
Additional qualifications	10

List of candidates for the position of Lab Leader:

5 candidates (list has been rejected from the public report)

Short list was prepared by selection board by 22nd September, 2012 and selected candidate was advised via e-mail by WP3 leader about the results and that he proceeded to the next stage of assessment (acceptance letter attached in attachment 3).

C. Interview and selection

During the interview the candidate was evaluated against the selection criteria for the position and how far he could contribute towards the achievements of the BASTION goals. The selection process was made by a selection committee. The rating scale (1-60) was used when assessing the candidate against the selection criteria. Interview took place on 26th September, 2012 in the office in the office of Professor Slawomir Majewski, Vice Rector for Science and International Relations (61, Zwirki i Wigury Str, Warsaw, Poland). (interview rating results in attachment 4). Results were announced on 27th September, 2012. The candidate was informed about the results (acceptance letter attached in attachment 3).

Rating	Description	Points
Highly qualified	The candidate demonstrated experience/expertise above the advertised classification level.	50-60
Very qualified	The candidate demonstrated experience/expertise to a high degree as described for the advertised classification level.	40-49
Qualified	The candidate demonstrated experience/expertise as described for the advertised classification level.	30-39
Not qualified	The candidate failed to provide experience/expertise demonstrative of the requirements of this position.	1- 29

Selection criteria

	Skill/Quality	Rating
1	Depth and breadth of experience	1-10
2	Technical knowledge	1-10
3	Leadership skills	1-5
4	Management of research projects	1-5
5	Interpersonal skills, teamwork	1-5
6	Organization and planning	1-5
7	Creativity	1-5
8	Project planning, grant applications	1-5
9	Written and oral communication skills	1-5
10	Coping stress management	1-5
	TOTAL	**1-60**

Members of the selection board:

Slawomir Majewski
Jakub Golab
Magdalena Winiarska
Tomasz Stokłosa
Dominika Nowis
Krystian Zagozdzon

Invited candidate: Radoslaw Zagozdzon
Selected candidate: Radoslaw Zagozdzon

3. Presentation of selected candidate.

A. CURRICULUM VITAE

Name: Radoslaw ZAGOZDZON
Date of Birth: 05.05.1971
Current Position: Bioinformatics Group Leader,
Medical University of Warsaw

B. PROFESSIONAL DEVELOPMENT

C. Education:		
Year	**Degree**	**Institution**
1998	Ph.D. (Honors)	Medical University of Warsaw (Biomedical Sciences - Immunology)
1996	M.D.	Medical University of Warsaw (Medicine)
Employment History:		
Year	**Position**	**Place**
2008-2012	Postdoctoral Fellow/Occassional Lecturer	Conway Institute, School of Biomolecular and Biomedical Science, University College Dublin, Ireland
2005-2008	Instructor	Division of Experimental Medicine, Beth Israel Deaconess Medical Center, Harvard Medical School, Boston, MA
2000-2005	Postdoctoral Fellow	Division of Experimental Medicine, Beth Israel
		Deaconess Medical Center, Boston, MA
1999-2000	Adjunct	Department of Immunology, Medical University
		of Warsaw, Poland
1997-2000	Resident (General	Transplantation Institute, Holy Child Hospital,
	Medicine)	Medical University of Warsaw, Poland
1996-1997	Intern (Medicine)	Holy Child Hospital, Medical University of Warsaw, Poland

C. BIOSKETCH

1. Department of Immunology, Center of Biostructure Research, Medical University of Warsaw, Poland (October 1992-July 2000) - As a medical student, I participated in research activities in experimental immunology, beginning from October 1992. Most of my scientific research was related to the antitumour immune response, especially to the effects of interleukin-12 on tumour growth in vivo. Based on the results of my research, in 1998 I have acquired a Ph.D. degree with honors. My Ph.D. thesis achieved an Award of Polish Prime Minister. The results of my work were published in more than 10 original and review articles in English and Polish. I was also co-authoring two chapters in Polish immunology textbook. In October 1999 I have been appointed as an adjunct at Medical University of Warsaw.

2. Division of Experimental Medicine, Beth Israel Deaconess Medical Center, Harvard Medical School, Boston, MA. (August 2000-June 2008) - As a postdoctoral fellow working under supervision of Dr. Hava Avraham, I have been conducting studies in the field of molecular and cellular biology. My main area of interest has been regulation of protein kinases in cancer, especially tyrosine kinases of Src- and Csk-families, however, also serine/threonine kinases such as Akt or Erk1/2. The results of my research have been summarized in several original publications. I have also co-authored a methodological chapter in the molecular biology textbook. I have been granted an instructor in medicine position in November 2005.

3. Conway Institute, University College Dublin – As a postdoctoral fellow, I have been involved in studies related to:

- Discovery and validation of biomarkers in cancer (e.g. CART, peroxiredoxin-1 [PRDX1] and anillin). As a part of this task, I have been responsible for statistical analysis (PASW software) of clinical databases to validate the value of newly discovered biomarkers in clinical settings. I have also supervised functional in vivo studies in xenograft models involving assessment of CART as a biomarker in breast cancer. Some results of these studies were summarized in the paper published in Oncogene. A manuscript summarizing results obtained with PRDX1 is currently under revision to Breast Cancer Research journal.
- Transgenic studies on generation of mice with mammary tissue specific expression of firefly luciferase (MMTV2-Luc2 mice). In addition to already known techniques related to transgenic studies, I have gained experience in advanced optical in vivo imaging using IVIS Spectrum system. Generation of this model is a solution to one of the important problems in in vivo breast cancer studies, as it allows for making many classical transgenic moise models suitable for modern optical imaging techniques. The manuscript with my equal senior authorship describing these studies has been accepted to BMC Cancer journal.
- Participation in bioinformatic analysis of putative biomarkers in breast cancer. I have closely collaborated with bioinformaticians employed under MTCI (www.mtci.ie) and RATHER (www.ratherproject.com) consortia to interrogate the role of new biomarkers or targets in breast cancer derived from transcriptomic, proteomic, NGS, RNA-Seq and SNP analyses.

D. PUBLICATIONS

(last 10 years) (full list in attachment 5):

Original Articles

1. Kim SO, Avraham S, Jiang S, Zagozdzon R, Fu Y, Avraham HK. Differential expression of Csk homologous kinase (CHK) in normal brain and brain tumors. Cancer. 2004;101:1018-27.
2. Lee BC, Lee TH, Zagozdzon R, Avraham S, Usheva A, Avraham HK. Carboxyl-terminal Src kinase homologous kinase negatively regulates the chemokine receptor CXCR4 through YY1 and impairs CXCR4/CXCL12 (SDF-1alpha)-mediated breast cancer cell migration. Cancer Res. 2005;65:2840-5.
3. Zagozdzon R, Kaminski R, Fu Y, Fu W, Bougeret C, Avraham HK. Csk homologous kinase (CHK), unlike Csk, enhances MAPK activation via Ras-mediated signaling in a Src-independent manner. Cell Signal. 2006;18:871-81.

4. Kaminski R, Zagozdzon R, Fu Y, Mroz P, Fu W, Seng S, Avraham S, Avraham HK. Role of SRC kinases in Neu-induced tumorigenesis: challenging the paradigm using Csk homologous kinase transgenic mice.Cancer Res. 2006;66:5757-62.

5. Fu Y, Zagozdzon R, Avraham R, Avraham HK. CHK negatively regulates Lyn kinase and suppresses pancreatic cancer cell invasion. Int J Oncol. 2006;29:1453-8.

6. Zagozdzon R, Fu Y, Avraham H. Csk homologous kinase (CHK) inhibits CXCL12- CXCR4 signaling in neuroblastoma. Int J Oncol. 2008;32: 619-623.

7. Seng S, Avraham HK, Birrane G, Jiang S, Li H, Katz G, Bass CE, Zagozdzon R, Avraham S. NRP/B mutations impair Nrf2-dependent NQO1 induction in human primary brain tumors. Oncogene. 2009;28:378-89.

8. Brennan DJ, O'Connor DP, Laursen H, McGee SF, McCarthy S, Zagozdzon R, Rexhepaj E, Culhane AC, Martin FM, Duffy MJ, Landberg G, Ryden L, Hewitt SM, Kuhar MJ, Bernards R, Millikan RC, Crown JP, Jirstrom K, Gallagher WM. The cocaine- and amphetamine-regulated transcript mediates ligand-independent activation of ERalpha, and is an independent prognostic factor in node-negative breast cancer. Oncogene. 2012 31:3483-94

9. Zagozdzon AM, O'Leary P, Callanan JJ, Crown J, Gallagher WM, Zagozdzon R. Generation of a new bioluminescent model for visualisation of mammary tumour development in transgenic mice. BMC Cancer. 2012;12:209.

10. O Leary PC, Penny SA, Dolan RT, Kelly CM, Madden SF, Rexhepaj E, Brennan DJ, McCann AH, Pontén F, Uhlén M, Zagozdzon R, Duffy MJ, Kell MR, Jirström K, Gallagher WM. Systematic antibody generation and validation via tissue microarray technology leading to identification of a novel protein prognostic panel in breast cancer. BMC Cancer. 2013;13:175.

Reviews and Chapters

1. Zagozdzon R, Foroncewicz B, Paczek L. [The aging of the immune system]. Przegl Lek. 2003;60:156-60. (in Polish)

2. Foroncewicz B, Zagozdzon R. [Neoplasms of the lungs]. In: Paczek L, Mucha K, Foroncewicz B, editors. [Internal diseases – textbook for nursing and obstetrics students]. Warsaw (Poland): PZWL; 2004. p 240-47. (in Polish)

3. Mucha K, Zagozdzon R. [Neoplasms of the urinary tract]. In: Paczek L, Mucha K, Foroncewicz B, editors. [Internal diseases – textbook for nursing and obstetrics students]. Warsaw (Poland): PZWL; 2004. p 428-35. (in Polish)

4. Avraham H, Avraham S, Zagozdzon R. Use of antisense oligonucleotide technology to investigate signaling pathways in megakaryocytes. Methods Mol Biol. 2004;273:397-406.

5. Zagozdzon R, Gallagher WM, Crown J. Truncated HER2: implications for HER2- targeted therapeutics. Drug Discov Today. 2011;16:810-6.

E. Awards/Fellowships/Funding

Year	Name of the Funding
2012	ICRETT Award from Union for International Cancer Control
2009-10	Seed Funding from University College Dublin
2008-12	Marie Curie International Reintegration Grant from European Commission
2005-7	Grant from Children's Neuroblastoma Cancer Foundation
2003-4	Linda Favero Grant from American Brain Tumor Association

2002-5	Postdoctoral Traineeship Award from U.S. Department of Defense
2000-1	Foreign Fellowship from Foundation of Polish Science
1999	Award of Polish Prime Minister for the Ph.D. Theses
1998-9	Domestic Sponsorship from Foundation of Polish Science

F. Commercialization Experience

Invention disclosure:

William M. Gallagher, Radoslaw Zagozdzon, Agnieszka M. Zagozdzon. "Generation and the use of mice bearing tissue-specific expression of luciferase for advanced bioluminescence- based imaging in transgenic tumour models". University College Dublin, 30th March 2010

G. Current Research Interests

Advances in biomedical technology in recent years resulted in a dramatic increase in the inflow of information acquired in scientific research. To cope with this flood of data, it is necessary to create research groups specializing in bioinformatics, systems biology, and validation of the results obtained via modern biotechniques. This indeed is the main goal of the activities carried out in our new group. One of the specific tasks is to evaluate the role of one of the enzymatic systems responsible for eliminating the effects of oxidative stress within the tumor cell. We assume that this pathway can become be a potential target for new anticancer drugs. In our study we utilize the data generated by genomic sequencing techniques, transcriptomics and proteomics methods supported by histological and molecular biology experiments. This project is carried out in collaboration with two research centers from Ireland (University College Dublin, UCD, and Royal College of Surgeons Dublin, RCSI) and the group from China. Our efforts in this project gained support from the Polish National Science Center under the OPUS sponsorship program. Three other funding proposals from our group are submitted and decisions are pending (please see the details of the grants in the scientific report).

Furthermore, we are in process of establishing and utilizing a computing cluster as a part of the bioinformatic activities under the BASTION program. This cluster will also serve the other groups involved in the BASTION program in order to catalogue and process biological information derived from the newly created or publicly available databases. The main applications for this computing cluster will be related to the support for the analysis Next Generation Sequencing (NGS) and transcriptomic and epigenetic profiling assays. In addition to that, we are in a process of purchasing the histology slide scanner (for which we have already managed to secure funding from the National Science Center) in order to establish a digital pathology facility working in conjunction with the computer cluster.

Our research team provides a number of comprehensive and versatile biotechnological approaches to the tasks delineated under the BASTION program. In more details, Drs Malgorzata Bajor and Radoslaw Zagozdzon are responsible for generating and analyzing the biological and biomedical data. Dr Pawel Gaj is mainly responsible for in silico analyses of the results generated within our team, by the collaborators or originating from the publically available datasets. Mr. Piotr Stawinski provides bionformatic support for Next Generation Sequencing data acquired mainly by the group of Prof. Rafal Ploski. Mr. Slawomir Gruca is mainly responsible for purchasing, installation and maintenance of the computer cluster and computer workstations. Additionally, Dr Zagozdzon along with Dr Dominika Nowis have also initiated a close collaboration with the Oncology Institute, Warsaw, in order to provide a bioinformatics support for the analysis the databases of clinical information from cancer patients.

The efforts of our group have resulted so far in authorships or co-authorships of four original and one review

publications as well as two book chapters. Currently, three other publications are submitted (please see the scientific report for the details). Moreover, the study with participation of Drs Dominika Nowis and Radoslaw Zagozdzon received a Beatson Medal award for the best presentation in the breast cancer area at the Irish Association for Cancer Research Annual Meeting; 28 February-1 March 2013, Dublin, Ireland. The award was given for the presentation given by Mr. Patrick O'Leary, a member of our partnering lab at UCD.

H. Research activity within BASTION project

Publications	1. Pawel Gaj, **Radoslaw Zagozdzon**. In silico analysis of microRNA-510 as a potential oncomir in human breast cancer. Breast Cancer Res (*accepted*) 2. Witold Lasek, Marek Jakobisiak, **Radoslaw Zagozdzon.** Interleukin 12: still a promising candidate for tumor immunotherapy? Cancer Immunology Immunother (*accepted*) 3. Patrick C. O'Leary, Marta Terrile, Malgorzata Bajor, Pawel Gaj, Bryan T. Hennessy, Gordon B. Mills, Agnieszka Zagozdzon, Darran P. O'Connor, Donal J. Brennan, Kate Connor, Jane Li, Ana Maria Gonzalez-Angulo, Han-Dong Sun, Jian-Xin Pu, Fredrik Pontén, Mathias Uhlén, Karin Jirström, Dominika A. Nowis, John P. Crown, **Radoslaw Zagozdzon***, and William M. Gallagher*. Peroxiredoxin-1 protects estrogen receptor α from oxidative stress-induced suppression and is a protein biomarker of favorable prognosis in breast cancer. Breast Cancer Res [*equal senior and corresponding authors] (*submitted, decision pending*) 4. Agata Malenda, Karolina Furs, Bozenna Oleszczak, Radoslaw Sadowski, Justyna Chlebowska, Malgorzata Firczuk, Janusz M Bujnicki; Adam D Staruch, **Radoslaw Zagozdzon**, Eliza Glodkowska-Mrowka, Leszek Szablewski, Jakub Golab. Statins impair glucose uptake in human cells. BBA - Molecular Basis of Disease (*submitted, decision pending*) 5. Angelika Muchowicz, Malgorzata Firczuk, Justyna Chlebowska, Dominika Nowis, Joanna Stachura, Joanna Barankiewicz, Anna Trzeciecka, Szymon Klossowski, Ryszard Ostaszewski, **Radoslaw Zagozdzon**, Jian-Xin Pu, Han-Dong Sun, Jakub Golab. Adenanthin targets proteins involved in the regulation of disulphide bonds. Pharmacological Research (*submitted, decision pending*)
Book chapters	1. **Radoslaw Zagozdzon,** Pawel Gaj. Modern methods of risk assessment and infections diagnosis in patients after transplantation. in 'Transplantologia praktyczna', vol. 5: 'Zakażenia w transplantologii'. Eds. Leszek Pączek, Krzysztof Mucha, Bartosz Foroncewicz; PWN, Warsaw 2013 [*in Polish*] 2. Pawel Gaj, **Radoslaw Zagozdzon**. Modern biomarkers of allograft survival. in 'Transplantologia praktyczna', vol. 6: 'Wyniki odlegle transplantacji narzadow'. Eds. Leszek Pączek, Krzysztof Mucha, Bartosz Foroncewicz; PWN, Warsaw 2013 [*in Polish*]
Speech/lectures/oral presentation at the conferences	PC O'Leary, DJ Brennan, DP O'Connor, BT Hennessy, AM Gonzalez-Angulo, J Li, GB Mills, F Pontén, K Jirström, M Uhlen, HD Sun, JX Pu, AM Zagozdzon, D Nowis, J Crown, **R Zagozdzon**, WM Gallagher. The antioxidant enzyme, peroxiredoxin-1, protects the estrogen receptor against oxidative stress-induced suppression and is correlated with differential outcome of patients with breast cancer. Irish Association for Cancer Research Annual Meeting; 28 February-1 March 2013, Dublin, Ireland [*co-authorship of the presentation only, no active participation*]
Participation in	Cancer genetics for medical community Workshop organized by the Medical

courses/trainings/work shops	University of Warsaw in the project BASTION, Warsaw, Poland, 17 June 17, 2013.
Supervising students, master students, PhD students	Co-Supervising of the First Faculty of Medicine, Medical University of Warsaw PhD student – Agata Zych, MSc Supervising the students of the Students' Scientific Group at the Department of Immunology, the Medical University of Warsaw: Pawel Koczara, Paulina Nadkowska
Collaboration with other research teams	1. Prof. William Gallagher, Cancer Biology & Therapeutics Laboratory, UCD Conway Institute, UCD School of Biomolecular and Biomedical Science, Dublin 4, Ireland. 2. Dr. Bryan Hennessy, Department of Medical Oncology, Beaumont Hospital, Royal College of Surgeons in Ireland, Dublin, Ireland. 3. Prof. Han-Dong Sun, State Key Laboratory of Phytochemistry and Plant Resources in West China, Kunming Institute of Botany, Chinese Academy of Sciences, Yunnan, China
Media Appearances (links)	www.youtube.com/watch?v=1TXbgMKq6Po http://czasopisma.viamedica.pl/owpk/article/viewFile/35528/25785 http://biotechnologia.pl/biotechnologia/aktualnosci/bioinformatyka-stala-sie-dziedzina-niezbedna-rozmawiamy-z-bioinformatykami-projektu-bastion,13460

I. Envisioned career path

Thanks to the sponsorship under the BASTION program, I plan to further develop my leadership and mentoring abilities in order to establish myself in the future as an independent investigator in the cancer research area. I am very excited to be a part of the one of the Poland's leading biomedical programs and wish to devote myself to creating a state-of-art bioinformatics support for local bioresearch activities, as well as to establishing a modern digital pathology facility to work in partnership with the Polish clinical pathology centers.

4. Summary of recruiting activity

BASTION project has fully used its opportunity to recruit a top-level qualified lab leader of bioinformatics unit with high ability to increase research potential in basic and translational oncology at Medical University of Warsaw. Newly employed lab leader has already brought a technological expertise which allows MUW to engage into new research direction through collaborative efforts. He has already managed to initiate several collaborations with teams located both in and outside MUW.

Working space:
Newly employed lab leader and his group are provided with one office room and access to research space in the Department of Immunology.

Research funding:
BASTION project does not directly provide research support for a newly employed lab leader. However, he is eligible for applying for national funding from National Science Centre (NCN), The National Centre for Research and Development (NCBiR), The Foundation for Polish Science (FNP) and Ministry of Science and Higher Education. So far he has managed to secure almost 1 million PLN funding from NCN (see the table below). He and his group have submitted three additional research grant applications to the funding agencies in Poland.

Grant number	Title	Function	Duration	Funding	Awarding institution
2012/07/B/NZ7/04183	Evaluation of peroxiredoxins 1 and 2 along with the thioredoxin-thioredoxin reductase system as new therapeutic targets in B cell lymphomas	Project Leader	2013-2016	987 000 PLN	National Science Center
IP2012 048172	The role of thioredoxin/thioredoxin reductase and peroxiredoxins in multiple myeloma	Co-investigator	2013-2015	322 400 PLN	Ministry of Science and Higher Education

Status of recruited lab leader:
Lab leader is employed for 30 months. Number of faculty positions at Medical University of Warsaw is regulated by a quota of teaching hours (pensum). Thus, according to the recruitment policy of Medical University of Warsaw lab leader is employed at the university as experienced research specialist. He is entitled to all benefits of governmental employees.

Changes to work-plan, delays

Although the timeline for recruitment of lab leader was relatively short we managed to employ a highly qualified candidate since 11th October 2012 for 30 months. 1 month delay was caused by a very short period for recruiting process (start of the project: September 2012 and start of the contract for lab leader: September 2012) and some administrative delays in hiring BASTION staff at MUW.

By completing of a successful recruitment process and hiring of a New Group Leader we achieved Milestone 1 of BASTION project and established a new research group at MUW.

Corresponding estimated/* budget

PERSONNEL, TRAVEL, OTHER MAJOR DIRECT COST ITEMS FOR BENEFICIARY "1" FOR 18M			
	Item description	Amount [EUR]	Explanations
WP3 Task 3.2	Personnel costs	98 507,00	Salaries of the recruitment committee members (2,16 PM) and hired New-Group Leader (16,65 PM)
	Travel		
	Organization of events		
	Remaining direct costs		
TOTAL DIRECT WP3 Task T3.2 COST		98 507,00	

/ - exact costs for M1-M18 will be presented in the Ist Period Report and Form C (April 2014)*

Dr Magdalena Winiarska
WP3 Leader
Prof. Slawomir Majewski
WP3 Co-leader

Prof. Jakub Golab
BASTION Project Coordinator
Warsaw, February 2014

Attachment 1. Announcements

Medical University of Warsaw, Poland

REGPOT-2012-2013-1 Program EU FP7

Project BASTION (From Basic to Translational Research in Oncology)

is looking for a

BIOINFORMATICS LAB LEADER

Nr ref. APK2/1210-17/2012

Qualification requirements:

- PhD degree (minimum 5+ years of work experience) in computational biology, mathematics, computer sciences, statistics or molecular biology,
- leadership and managerial skills, with vision of building a competitive team at MUW
- demonstrated computer skills,
- previous experience in processing and analyzing NGS data, genome annotation, in developing sequence analysis pipelines or analysis of molecular pathways,
- familiarity with databases (e.g. Oracle, mySQL) and/or statistical computing programs (e.g. R, Matlab, PASW),
- ability to work independently, yet be a team player, in a multi-disciplinary environment,
- excellent verbal and written communication skills,
- demonstrated contribution to management of at least a single research project (reporting, financial management, purchasing etc),
- proven ability to coordinate overall delivery of project objectives including interdependencies across work packages,
- track record of communication research to a wide range of stake holders,
- experience of devising new methodologies to solve complex research problems,
- proficiency in English.

In addition, evidence of the following will significantly enhance an application:

- practical experience in dealing with clinical information,
- familiarity with functional studies in vitro and in vivo,
- experience in cancer biology and molecular biology,
- innovation and commercialization outputs, e.g. invention disclosures, development of patents, industry collaboration or experience,
- experience in setting own research agenda,
- attainment of independent funding through a competitive, peer-reviewed process.

Required documents and declarations:

- motivation letter
- CV
- copy of PhD diploma
- reference letter(s)
- contact information, including e-mail address and phone number
- the candidates may include additional information or copies of documents/certificates in support of the application,
- copy of certificate of employment,
- declaration about authorization for personal data processing: „I hereby authorize you to process my personal data included in my job application for the needs of the recruitment process (in accordance with the Personal Data Protection Act, Journal of Laws of 2002, no 101, item 926 as amended).

Applications should be submitted by 3 p.m. (*Warsaw time*) on 21st of September 2012, *to* magdalena.winiarska@wum.edu.pl with a note in the e-mail subject: "*Competition for the position of bioinformatics lab leader in "BASTION" project*"

For more information on the project including expectations from a new group leader and admission procedures please visit our website at http://bastion.wum.edu.pl/en/start

Please be advised that only selected candidates will be contacted, and sent documents will not be returned.

Attachment 2. Evaluation of candidates, shortlists

Rejected from the public report

Attachment 3. Acceptance letter templates

Warsaw, 22.09.2012

Dear Dr Zagozdzon,

I am happy to inform you that you have been shortlisted and invited for an interview after first step of recruitment for the position of Lab Leader in BASTION project. I will be keeping you informed about the details.

Best regards

Magdalena Winiarska (coordinator)

Department of Immunology
Centre for Biostructure Research
Medical University of Warsaw

Warsaw, 25.09.2012

Dear Dr Zagozdzon,

It is my pleasure to invite you for an interview which will take place on Wednesday, 26th of September at 11.30 in the office of Professor Slawomir Majewski, Vice Rector for Science and International Relations (61, Zwirki i Wigury Str, Warsaw, Poland)

Best regards

Magdalena Winiarska (coordinator)

Department of Immunology
Centre for Biostructure Research
Medical University of Warsaw

Warsaw, 27.09.2012

Dear Dr Zagozdzon,

It is my pleasure to inform you that you have been offered a position of Bioinformatics Lab Leader within BASTION project. Congratulations!

Best regards

Magdalena Winiarska (coordinator)

Department of Immunology
Centre for Biostructure Research
Medical University of Warsaw

Attachment 4. Interview rating results

Warsaw, 26.09.2012

INTERVIEW RATING SCALE

Candidate: **Radoslaw Zagozdzon**

	Skill/Quality	Rating
1	Depth and breadth of experience	8
2	Technical knowledge	8
3	Leadership skills	4
4	Management of research projects	5
5	Interpersonal skills, teamwork	4
6	Organization and planning	5
7	Creativity	4
8	Project planning, grant applications	4
9	Written and oral communication skills	5
10	Coping stress management	5
	TOTAL	**52**

Result: **Highly qualified**

1. Chairperson: Slawomir Majewski
2. Member: Magdalena Winiarska
3. Member: Jakub Golab
4. Member: Dominika Nowis
5. Member: Tomasz Stoklosa
6. Member: Krystian Jazdzewski

Attachment 5. List of publications of selected candidate.

Original Articles

1. Lasek W, Giermasz A, Kuc K, Wankowicz A, Feleszko W, Golab J, Zagozdzon R, Stoklosa T, Jakobisiak M. Potentiation of the anti-tumor effect of actinomycin D by tumor necrosis factor alpha in mice: correlation between in vitro and in vivo results. Int J Cancer. 1996;66:374-9.

2. Wojcik C, Stoklosa T, Giermasz A, Golab J, Zagozdzon R, Kawiak J, Wilk S, Komar A, Kaca A, Malejczyk J, Jakobisiak M. Apoptosis induced in L1210 leukaemia cells by an inhibitor of the chymotrypsin-like activity of the proteasome. Apoptosis. 1997;2:455-62.

3. Zagozdzon R, Stoklosa T, Golab J, Giermasz A, Dabrowska A, Lasek W, Jakobisiak M. Augmented antitumor effects of combination therapy with interleukin-12, cisplatin, and tumor necrosis factor-alpha in a murine melanoma model. Anticancer Res. 1997;17:4493-8.

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