

CALL FOR CANDIDATES

The Dean of the Management Faculty of the University of Warsaw with approval from Rector of University of Warsaw invites applications for the position of Assistant Professor

Reference No.	WZ/SD-39/2025
Position	Assistant Professor
Employee group	research
The level of the position according to the European Council	R2
Scientific discipline	law
Type of employment	contract
Working time	full time
Number of positions offered	1
Salary	max. 8900,00 PLN per month (gross), plus "13th salary" bonus
The minimum period of employment	from 1.09.2025 or later; for 12 months with an option for prolongation to 36 months
Unit of the Management Faculty (workplace)	Department of European Economic Law, Faculty of Management, University of Warsaw
Project leader	Prof. dr hab. Maciej Bernatt
Project title	Competition Law Through Constitutional Lenses: Integrating Socio-Economic and Environmental Values in a Time of Just Transition
Funding Institution	National Science Centre
Project Description	In a time of climate crisis, one of the key question is how to limit markets negative impact on the environment. While different proposals in this respect are put forward and implemented, the question remains how to design transition to a carbon-neutral economy so as to limit harm of those who will suffer because of it. Against this background, the project addresses the relationship between the protection of competition on the market and other values modern societies wish to promote in national constitutions. The transition necessitates that law better addresses markets' impact on the environment, while at the same time mitigating the negative socio-economic consequences of this transition ('just transition'). This is crucial for competition laws of EU countries of Central and Eastern Europe such as Poland and of Southern Europe such as Italy which due to the characteristics of their

	<p>economy, geographic location, and more limited financial resources are prone to challenges in limiting markets' negative impact on the environment while addressing at the same time negative socio-economic consequences of the transition. To address this problem, the Project aims at explaining the place of values of national constitutions within national competition laws as well as to identify the existing limitations of competition laws vis a vis the necessity of just transition to a carbon-neutral economy. A key question is what solutions can be proposed to open competition law for inclusion of socio-economic and environmental constitutional values. To address this question, an in-depth study of legal systems of specific countries is conducted. The project studies Italy and Poland as examples of EU countries whose competition law's goals were designed in a traditional way in line with EU law and confront it with approaches in South Africa. In particular, it is relevant that South Africa has been at the forefront globally of including a broader set of non-economic goals, which are in line with constitutional axiology into its competition legislation. As a result, it provides a good case study to examine the successes and failures of such solutions. The lessons drawn from the Project are aimed to be relevant not only to Italy and Poland but also to similar competition laws of other EU Member States (MS). They will also provide insights for possible interpretations of EU competition rules which substantially correspond to competition laws of Italy and Poland. The Project's main objective is to provide evidence-based insights into the role that constitutional and competition laws play in designing the relationships between competitive markets, socio-economic values, and environmental values in the context of transition to a carbon-neutral economy. Crucially, the project will explain which designs of competition laws offer a framework for integrating the protection of competition and socio-economic and environmental values. The Project will propose legal frameworks in which the negative socio-economic and environmental aspects of the functioning of markets (for example more limited access to healthcare or increased air pollution) can be taken into account, and, consequently, it will help to design just transition to a carbon-neutral economy. The Project is built around four working packages (WPs), which aim to answer the specific questions posed with respect to three investigated countries: Italy, Poland and South Africa. The first WP is about Law on the Books and it studies protection of competition and socio-economic and environmental values in constitutions and competition laws. The WP2 is about case-law and it aims at mapping approaches and discovering evolutions through systematic content analysis of all relevant case-law. WP3 is on law in context and it offers in-depth study of landmark cases and expert interviews. Finally, WP4 concludes by developing regulatory approaches integrating the values and drawing lessons for the purposes of just transition to a carbon neutral economy. Scientific methodology applied in the Project is this of legal studies. However, it is limited to classic doctrinal legal analysis. Rather, various research methods including those of empirical nature are used to achieve its objectives. By applying such methods, the Project sits well within the schools of thought which underline the importance of context in which law operates and growing importance of empirical methods in legal research.</p>
Key requirements	<p>Only candidates that fulfill conditions defined in Art. 113 of the Act of 20th of July 2020 – <u>the Law on Higher Education and Science (Dz.U.20242 no. 1571 with later amendments)</u> and the Statute of the University of Warsaw may apply (the candidates need to have full legal capacity and no criminal or disciplinary record).</p>

	<p>Additional requirements:</p> <ul style="list-style-type: none"> • doctoral degree in law, economics, sociology or political sciences obtained in the year of employment in the project or within 7 years before January 1 of the year of employment in the project. This period may be extended by the duration of long-term (over 90 days) documented sick leave or rehabilitation benefits due to incapacity for work. Additionally, this period can be extended by the number of months spent on parental leave related to child care and upbringing, granted under the rules specified in the Labor Code, and in the case of women – by 18 months for each child born or adopted, if this method of indicating career breaks is more beneficial; • knowledge with respect to African constitutionalism, in particular of South Africa; • knowledge with respect to competition law in African countries, in particular of South Africa; • international experience; • experience in collecting and analyzing academic literature, court rulings, and administrative decisions; • very good command of the English language; • experience in preparing and publishing academic articles; • independence and ability to work in a team; • plans for further academic activity.
Basic duties	<ul style="list-style-type: none"> • legal analysis of texts of constitutions of selected African countries, with particular emphasis on South Africa; • legal analysis of text of competition laws from selected African countries, with particular emphasis on South Africa; • collecting literature and case-law; • preparing a report presenting findings related to the above points; • preliminary selection of court rulings of the Constitutional Court of South Africa and the Competition Appeal Court of South Africa, as well as relevant decisions of South Africa's competition authority which will be subject to further analysis; • preparing a database containing relevant case law; • systematic coding analysis of collected South African case law and co-development of research findings in the form of a report; • participation in an in-depth analysis of key cases (case studies) in South Africa and co-developing research findings in the form of a report; • assisting in the preparation of in-depth interviews in South Africa and

	<p>analyzing their results;</p> <ul style="list-style-type: none"> • participation in developing research findings and preparing the report.
Required documents	<ul style="list-style-type: none"> • copy of the doctoral diploma; • scientific curriculum vitae, including a list of publications and information about the professional and academic career; • copies of the most important academic publications (no more than 3); • short cover letter explaining: a plan for further academic activity, international experience, competencies relevant to fulfilling project tasks and the level of expertise in constitutional law and competition law in Africa (with particular emphasis on South Africa); • contact details of two independent scientists who can provide references (email); • information on the processing of personal data – informational clause and consent clause.
Application submission	<ul style="list-style-type: none"> • by email to the addresses m.bernatt@uw.edu.pl and cars@uw.edu.pl with the subject line Application for a Post-Doc position; the application and statement – in the form of signed scans or the entire file signed electronically
Application deadline	02 June 2025
Publication of the results of the competition	23 June 2025

Recruitment procedure and evaluation criteria	<p>Applications will be considered by the Competition Committee according to the rules set out in the Rector's Decree No. 27 of the University of Warsaw (UW) dated February 27, 2025, and the Regulations of the NCN Council No. 50/2023 dated May 11, 2023. Candidates will be individually notified about the date of a possible interview with the competition committee. Candidates will be informed of the competition results by email. The Faculty reserves the right to respond only to selected applications and to close the competition without selecting a candidate. The competition is the first stage of the procedure for employment in an academic position as defined in the University of Warsaw Statute, and its positive outcome forms the basis for further proceedings.</p> <p>The Competition Committee shall evaluate:</p> <ul style="list-style-type: none"> • the candidate's qualifications for undertaking specific tasks within the research project; • the quality and impact of the candidate's publication record; • the candidate's research experience, including participation in research projects, distinctions and recognitions arising from scientific work, scholarships, awards, and academic experience acquired outside the home institution, whether in home country or abroad, including participation in scientific workshops and training programs; • proficiency in the English language.
Questions	<p>Please, direct your questions about the call to Professor Maciej Bernatt bernatt@uw.edu.pl</p>
Additional remarks	<p>At the University of Warsaw, there is a procedure for whistleblowers to report legal violations and undertake follow-up actions – the Internal Reporting Procedure, which is an annex to Rector's Decree No. 94 of the University of Warsaw (UW) dated September 17, 2024, regarding the procedure for whistleblowers to report legal violations and undertake follow-up actions at the University of Warsaw, published and available in the UW Monitor, item 266. link: https://monitor.uw.edu.pl/Lists/Uchway/Attachments/7084/M.2024.266.Zarz.94.pdf</p> <p>The position will not be related to activities involving the protection of minors.</p> <p>Link to the Policy of Open, Transparent, and Achievement-Based Recruitment at the University of Warsaw: https://rekrutacja-i-rozwoj.bsp.uw.edu.pl/en/recruitment-policy-at-the-university-of-warsaw/</p> <p>The call is open to all genders, and individuals with disabilities or special needs can submit requests related to ensuring accessibility during the recruitment process</p> <p>Employment will take place in accordance with the NCN regulations, and the employed person must meet the following conditions in total:</p> <ul style="list-style-type: none"> • the project leader was not the supervisor or assistant supervisor of their doctoral dissertation;

- they obtained their doctoral degree from an institution other than the one where the employment for this position is planned, or completed at least a 10-month continuous and documented postdoctoral internship at an institution other than the institution conducting the project and in a country other than the country where the doctoral degree was obtained;
- during the period of receiving this salary, they will not receive any other remuneration from funds granted under direct costs from research projects funded through NCN competitions;
- during the period of receiving this salary, they will not receive remuneration from another employer based on an employment contract, including an employer with its headquarters outside Poland;
- during the period of receiving this salary, they will not receive retirement benefits from the social security system;
- they will be employed for a period of no less than 6 months.

DEAN of the Management Faculty of the University of Warsaw

Information on personal data processing

Controller

Controller of your personal data processed in connection with the recruitment process is the University of Warsaw, ul. Krakowskie Przedmieście 26/28, 00-927 Warszawa, as the Employer.

Contact with the controller:

- by traditional mail at: University of Warsaw, ul. Krakowskie Przedmieście 26/28, 00-927 Warszawa (name the organizational unit to which your letter is addressed);
- by phone: 22 55 20 355.

Data Protection Officer (DPO)

Controller has designated Data Protection Officer whom you may contact via email at iod@adm.uw.edu.pl. You may contact the DPO in all matters relating to your personal data processing by the University of Warsaw and the exercise of rights in relation to the processing of personal data.

The DPO, however, does not proceed other matters, like handling recruitment procedures, collecting recruitment documents, providing information on current recruitment process.

Purpose and legal grounds of data processing

Personal data of candidates for employment shall be processed for recruitment purposes only.

Your personal data shall be processed in the scope as indicated by employment law¹ (*given name (names) and family name, date of birth, contact information as provided, education, professional qualifications, previous employment*) for the purposes of this recruitment process², whereas other data³ shall be processed based on your consent which may take the following wording:

I agree to the processing of personal data provided in (e.g. CV, cover letter, and other submitted documents) by the University of Warsaw for realising my recruitment process.

If your documents include data as mentioned in Art. 9 section 1 of the GDPR (special categories of personal data), processing shall be possible upon your consent to processing such data⁴ which may take the following wording:

I agree to the processing of special categories of personal data, as mentioned in Art. 9 section

¹ Art. 22¹ of the law of June 26, 1974 Labour Code (i.e. Journal of Laws 2019 item 1040 with subsequent changes);

² Art. 6 section 1 letter b of the Regulation of the European Parliament and the Council (EU) 2016/679 of April 27, 2016 on protection of individual persons with regard to the personal data processing and on the free flow of such data, and also repealing Directive 95/46/EC (general regulation on data protection) (Official Journal EU L 119 of 04.05.2016, page 1, with subsequent changes) (hereinafter as the GDPR);

³ Art. 6 section 1 letter a of the GDPR;

⁴ Art. 9 section 2 letter a GDPR;

I of the GDPR, provided in (e.g. CV, cover letter, and other submitted documents) by the University of Warsaw for realising my recruitment process.

The University of Warsaw shall be also processing your personal data in future recruitment processes upon your consent⁵ which may take the following wording:

I consent to processing of my personal data for the purposes of any future recruitment processes at the University of Warsaw for the period of the next nine months.

You may revoke all such consents at any time by, for example, sending an email m.bernatt@uw.edu.pl and cars@uw.edu.pl (email address due for the recruitment process).

*Be advised that the revocation of your consent does not affect legal compliance of processing which had been completed upon consent before its revocation.*⁶

Data retention period

Your personal data collected in this recruitment process shall be stored over the period of three months from the date the recruitment process is completed.

In case you agree to process your data in future recruitments, your data shall be used over the period of nine months.

Data recipients

Officers authorized by the Controller shall have access to your personal data, the processing of which is in the scope of their duties.

Recipients of personal data may be other subjects obligated by the Controller to provide specific services involving data processing, like

.....
(name all recipients of data)

Data transfer outside the European Economic Area (EEA)

Your personal data shall be disclosed to subjects authorized by law. Signing-in is through Google Forms. Your personal data may be also processed by our provider of G-Suit for education by Google Company in their data processing centres.⁷ Your data shall be protected under the standards of the Privacy Shield, accepted by the European Commission.⁸ This shall guarantee an adequate level of data security.

Rights of the data subject

Under the GDPR data subjects have the following rights:

- *to access data and to receive copies of the actual data;*
- *to correct (rectify) your personal data;*
- *to restrict processing of personal data;*
- *to erase personal data, subject to provisions of Art. 17 section 3 of the GDPR;*

⁵ Art. 6 section 1 letter a GDPR;

⁶ Art. 7 section 3 GDPR;

⁷ <https://www.google.com/about/datacenters/inside/locations/index.html>

⁸ <https://www.privacyshield.gov>

- to file a claim with the [President of the Personal Data Protection Office, if you](#) believe data processing violates law.

Information on the requirement to provide data

Providing your personal data in the scope resulting from law is necessary to participate in the recruitment process. Providing other personal data is voluntary.

.....
place and date

.....
applicant's signature