

Meeting with Team Leaders

April 22, 2013

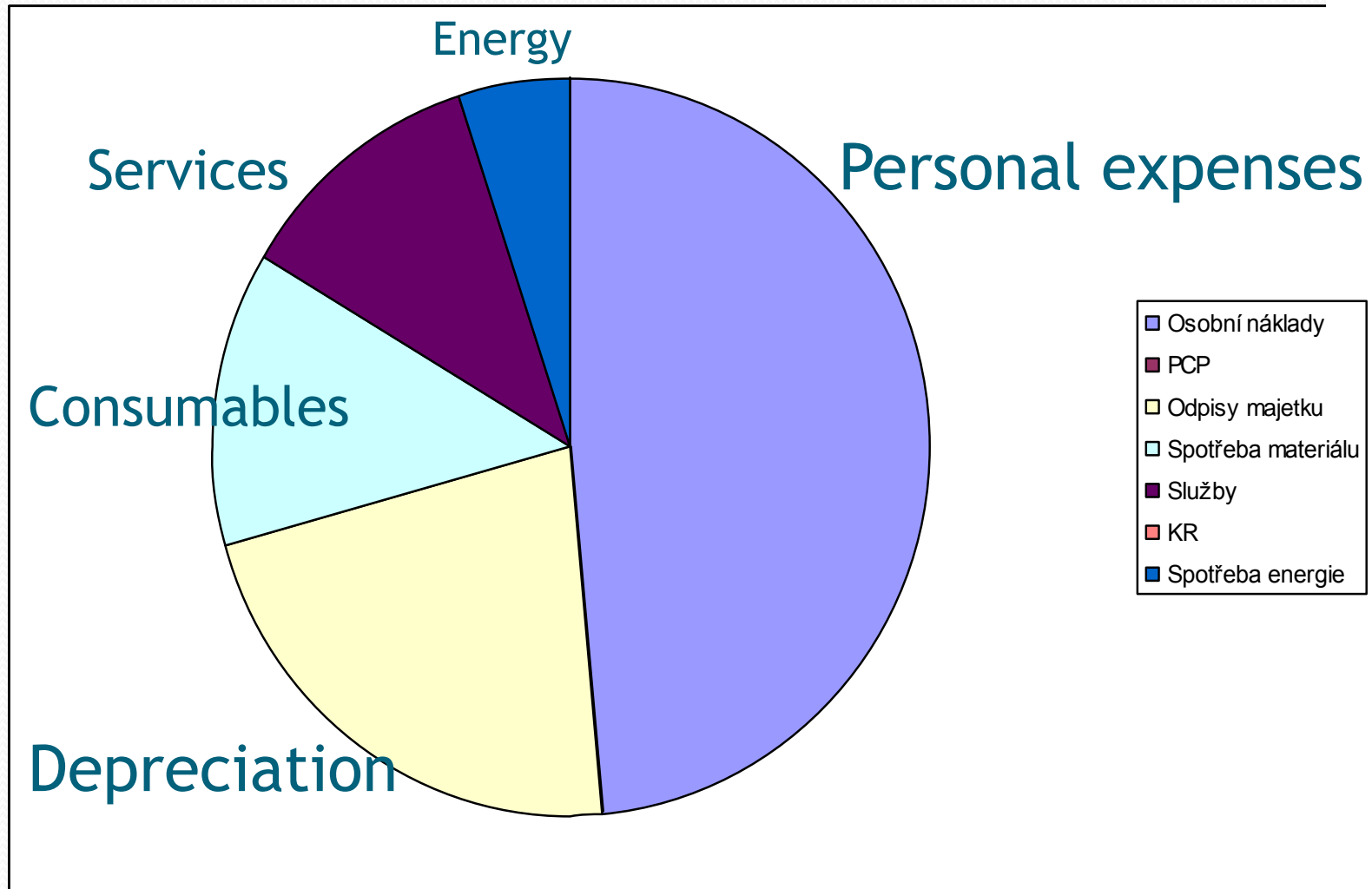
Zdenek Hostomsky

Agenda

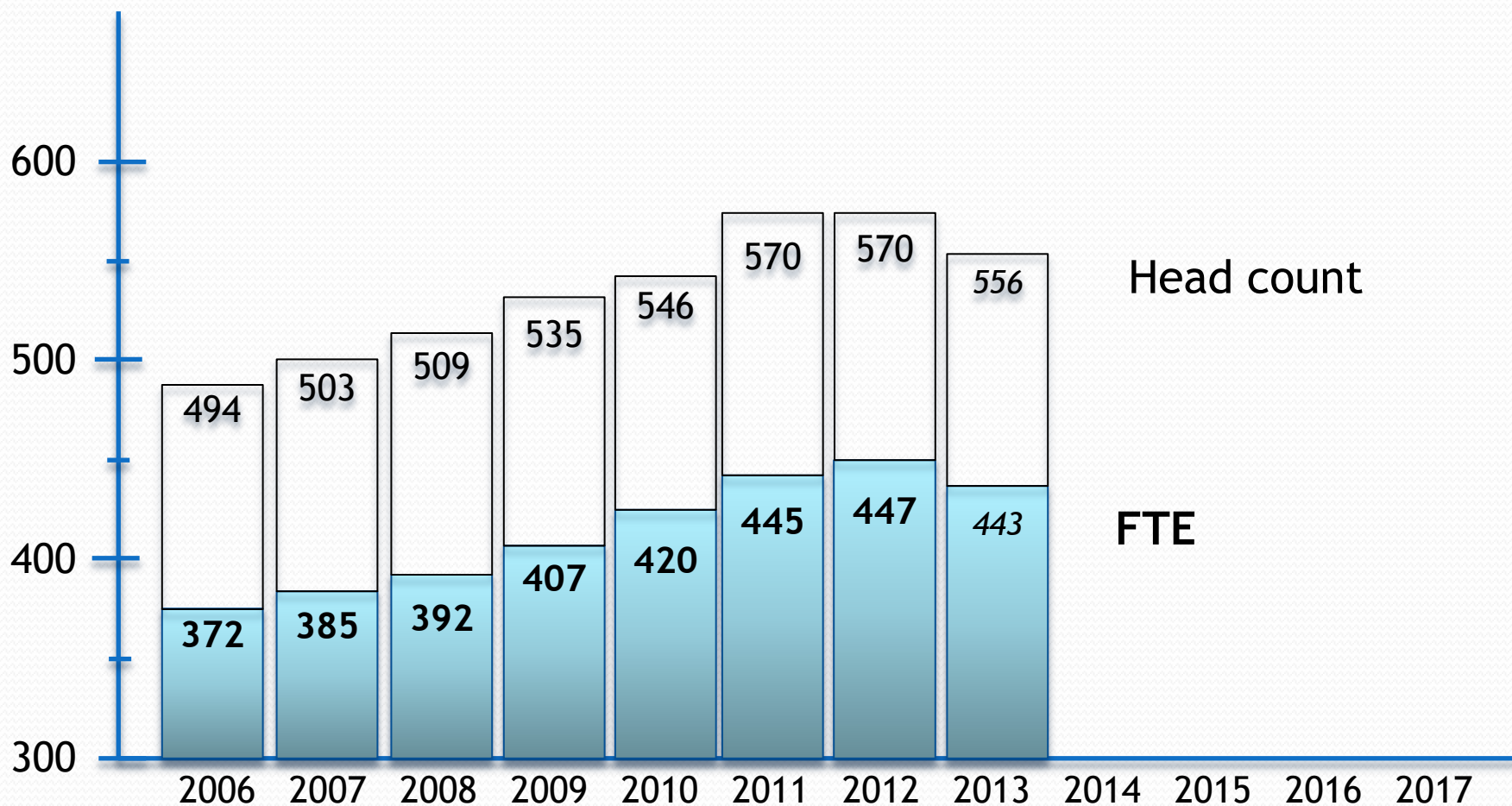


- IOCB economic realities
- Financing of Research Teams
- Evaluation of Research-Service and Service Teams
- Junior Team Leader recruiting

Expenses



Employee count



Strategic direction objectives



- Prepare for the diminished income from licence fees after May 2, 2017
- Reduce dependence on institutional subsidies

*“Ask not what the Institute can do for you.
Ask what you can do for the Institute...”*

(as JFK would say)

Modified system of team financing



- Motivational towards excellence and collaboration
- Encouraging and rewarding responsible economic behavior *(Rational vs. Fair)*
- The modified system will be completed and announced by mid 2013.
- Full implementation in 2014

2013 - year of transition



Team financing

- Salaries
 - Investments
 - Operation
- } Work in progress
Will be presented in April

Operation - Team money



- 25% of grant overhead
- 10,000 Kč per FTE “pencil money”
- Operational team support (start-up package)
- Gilead grant money
- Bridging grants
- Acknowledgement of scientific output,
 - both quantitative (TEF)
 - and qualitative (most significant publications)

Evaluation of scientific output



- Team efficiency factor (TEF) quantitative aspect

$$\text{TEF} = \frac{\text{J+B+C+D+P+T+S+L}}{\text{IS (Institutional Salaries)}}$$

Completed

- Most significant publications qualitative aspect

In progress with IAB

Most significant publications



- Physical and Theoretical Chemistry
- Medicinal and Organic Chemistry
- Biochemistry and Molecular Biology
- Interdisciplinary (within IOCB)

Each team may submit 1 most significant paper published in 2012 for each category. The papers will be judged by an external panel (IAB members, *ad hoc* reviewers), as well as by an internal IOCB panel (team leaders and management). Top 1/3 of the submitted papers in each category will be awarded a prize in the form of operational team money.

Most significant publications



- Physical and Theoretical Chemistry

6 submissions → 2 awards

- Medicinal and Organic Chemistry

15 submissions → 5 awards

- Biochemistry and Molecular Biology

5 submissions → 2 awards

- Interdisciplinary (within IOCB)

12 submissions → 4 awards

Base Salary Limit



For 2013

- 750 K for Junior Team
- 2,250 K for Senior Team
- 4,000 K for Distinguished Chair

Bonuses - from the saved salary money up to 7% of the BSL
(*e.g. up to 158 K from the 2,250 K BSL*)

Base Salary Limit



For 2014 and on:

- 150 K per FTE + 450 K, but not more than
 - 1,125 K for Junior Team
 - 2,250 K for Senior Team
 - 4,000 K for Distinguished Chair

E.g. BSL for a team of 10 FTEs (including the team leader) would be $1,500 + 450 = 1,950$ K

Negotiated salaries of team leaders are not part of BSL.

Bonuses - derived from the saved salary limit money.

Starting from 2014, a possibility to transfer some unused salary limit to the next year as a credit

Service Team Evaluation



Peer-review and Evaluation of **Science**
in the IOCB Research-Service Teams
by International Advisory Board
June 17-18, 2013

Evaluation of **Service** by the Board of the
Institution and the IOCB management, based
on a completed survey

*(thanks to all team leaders for participation
in the survey)*

Jr Team Leaders Recruitment



- Expanded search
 - Organic, Bioorganic, Medicinal Chemistry, Biochemistry and Molecular Biology
 - Interface
- Focus on scientific personality rather than a specialized discipline

Jr Team Leaders Recruitment



- Expanded search
 - Organic, Bioorganic, Medicinal Chemistry, Biochemistry and Molecular Biology
 - Interface
- Focus on scientific personality rather than specialized discipline



Institute of Organic Chemistry and Biochemistry
Academy of Sciences of the Czech Republic, Prague

IOCB AS CR



Interested in starting your own research group?

The Institute of Organic Chemistry and Biochemistry in Prague invites applications for the positions of **Junior Team Leaders** in the field of **modern Organic, Bioorganic, or Medicinal Chemistry, Biochemistry and Molecular Biology**. We are interested in strong creative scientific personalities who would thrive at the interface of these disciplines.

This tenure-track position is comparable to an Assistant Professor at a US university, or to a new investigator position at the Max Planck Institutes. IOCB aims to enhance its character as an international research center and applications from non-Czech scientists are encouraged.

THE INSTITUTE:

- Has history of 60 years of successful basic research in the organic chemistry, biochemistry, chemistry of natural products and theoretical chemistry, often translated into successful commercial assets
- Is located in an attractive historic city of Prague, capital of the Czech Republic
- Has multicultural environment, with English as the language used in most laboratories
- Enjoys unprecedented financial position which allows for freedom to choose and defend your own project and scientific direction

THE INSTITUTE OFFERS:

- The possibility to build a team (with a maximum of 5 co-workers) and begin one's own scientific career
- Help in submission of grant applications which, if successful, may enhance further the size and scope of the research group
- Fully equipped laboratory
- Generous startup financial package
- Competitive salaries of the leader and co-workers
- Support of the institutional services

THE INSTITUTE REQUIRES:

- Completed education on the Ph.D. level
- A minimum of 2 years of postdoctoral experience
- Ability to lead a research team
- A research program complementing the scientific focus of the institute (<http://www.uochb.cz>)
- An age usually below 35 years

Send your application in English along with CV, your proposal of a research program for 5 years (a maximum of 5 pages), and a full list of your publications including the number of citations according to WOS in an electronic form (pdf) to uochb@uochb.cas.cz by May 19, 2013. In the heading of the document, put **"Junior Team Leader"**. Two letters of recommendation from respected scientists should be sent directly to Dr. Iva Pichová at: pichova@uochb.cas.cz, who can also provide further information.



TIMING:

- Applications are to be submitted by May 19, 2013
- Interviews on June 17 – 18, 2013
- Expected start from January 1, 2014

Junior Team Leader Ad

- Ad posted on NatureJobs on Friday April 19, 2013
- PDF file sent to members of IAB for distribution
- IOCB Team Leaders will be asked to spread the news
- Deadline: May 19
- Interviews: June 17-18



Action points for Team Leaders



- Prepare 2-3 sentence characterization of your activity for 2013 to be included to the IOCB 2012 Annual Report
- Distribute the Jr. Team Leader ad to your academic contacts worldwide
- Score the submissions for the „IOCB Most Significant Papers in 2012“

(e-mails with more info to follow)