

FAQ for the Selection of IBS Associate Directors and the Organization & Operation of Research Centers

1. Associate Director Selection

1-1. Is there an age limit for candidates who are applying for associate directorial positions?

A. No. There is no age limit, but associate directors need to be able to commit to long-term IBS research.

1-2. What is the retirement age for IBS associate directors at HQ research centers?

A. IBS associate directors at HQ research centers will be employed until 65 years old.

1-3. What are the selection and evaluation criteria?

A. The most important criteria are a candidate's outstanding scientific credentials and the feasibility of a candidate's research plan including contribution to the Center.

2. Organization & Operation of Research Centers

2-1. How will the size of Center budget be determined?

A. After the completion of the selection process, Center budget will be determined in the negotiation between the director and the IBS President based on the proposed Center budget on the application and be finalized with approval from the IBS Research Review Committee. Every year, directors submit their Research Center Management Plan and their Center budgets for the next year are finalized with approval from the Research Review Committee. The results of Center reviews (the first Center review takes place in the 5th year, then every three years) affect the corresponding Center budgets. The characteristics of IBS Center budgets are different from those of research projects which provide a certain level of research budgets for a certain period.

2-2. What is the retirement age for IBS directors at HQ Centers?

A. IBS directors at HQ Centers will be employed as tenured researchers whose retirement age is 65.

2-3. How are Centers staffed?

A. Center staff may include director(s), associate director(s), research fellows, researchers, student research assistants, and support staff, all of whom are required to collaborate at the same research location. In principle, research staff and support staff will be employed via an open recruitment process in accordance with the internal procedures of IBS. Associate director(s), however, will be appointed after undergoing a separate internal qualification review process.

2-4. How do you define associate directors and their roles?

A. Associate directors are high-potential senior-level researchers who lead their own research groups in collaboration with directors within Centers. Associate directors are granted a certain level of research budgets based on the negotiation results with directors.

2-5. When is the recruitment season of associate directors, and what is the selection procedure?

A. Openings for associate directors will be announced as requested by relevant Centers. The announcements will be made on the websites of major academic societies and international journals. The selection procedure for associate directors will be carried out as strictly as the procedure for directors. Evaluations will proceed as follows: Document evaluation → In-depth evaluation → Comprehensive evaluation. Typically, the procedure takes seven months.

2-6. How will labor costs (salaries) for associate directors be determined?

Associate directors will discuss their labor costs (salaries) with their directors once selected. Then, it requires approval from the IBS President to finalize the figures.

2-7. Are directors, associate directors, research fellows, and researchers required to work full-time?

A. Yes, in principle, full-time employment is required. However, directors or associate directors who will switch their affiliations from their previous institutions of employment may be granted a transition period of up to two years during which they are allowed to retain their employment status with the previous affiliations by taking a leave of absence, being temporarily dispatched to IBS, or maintaining concurrent positions. However, exceptions may be made for associate directors whose affiliations signed a separate agreement with IBS.

2-8. Are directors and associate directors permitted to undertake non-IBS projects while participating in IBS research?

A. Directors and associate directors are, in principle, expected to make a full-time commitment to IBS research. However, they may conduct non-IBS projects after obtaining approval from the IBS Research Review Committee in exceptional cases, such as international collaborative research. Newly-appointed directors and associate directors should wrap up their other ongoing research projects within a period set by the IBS President.

2-9. Can researchers who are currently involved in Basic Science Research Programs commissioned by the National Research Foundation (NRF) of Korea apply for IBS director or associate director positions?

A. Yes, they can. However, their research commencement date may be adjusted to after the completion of their ongoing Basic Science Research Programs (or phases thereof).

2-10. How are Center budgets managed?

A. IBS is in charge of managing research budgets of HQ Centers.

2-11. How are Center performance reviews conducted?

A. Center reviews take place every three years. Newly-established Centers will have an

interim assessment (similar to that of a consultation, which should not be considered as a review) two years after their opening, then undergo a Center review on a three-year basis. In other words, 5th year review, 8th year review, 11th year review, and the like will take place. A Center may be subject to termination according to the results of its 8th year review or later reviews.

2-12. Are there any limits on a Center's operational lifetime?

A. Whether to continue IBS support for Centers will be decided upon the results of Center reviews. The IBS President may decide to close a research group or a Center if the review results are not up to standard.

2-13. Who will own research papers and intellectual property rights that are produced as results of Centers' research?

A. In principle, the ownership of tangible and non-tangible research outcomes, such as papers and intellectual property rights that are produced as results of HQ Centers' research projects, belong to IBS. In the case of papers, if authors of papers have affiliations other than IBS, such affiliations may be indicated along with IBS.

2-14. What happens to Centers if directors are unable to perform their duties due to special circumstances (accident, dismissal, etc.)?

A. In principle, when directors are rendered unable to perform duties due to special circumstances (accident, dismissal, etc.), the concerned Centers should close down. However, if necessary, the IBS President may establish an advisory committee to determine whether the Centers should be continued or closed.

2-15. Should directors and associate directors work at the same location?

A. Yes. In principle, all research-center personnel (including directors, associate directors, research fellows, researchers, and other staff) should work at the same location.