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# **REGULATIONS FOR THE RECRUITMENT OF FOREIGN ACADEMIC FACULTY AT THE WARSAW SCHOOL OF ECONOMICS (SGH)**

Application No.: BPI/SPI/2024/1/00033/KW/00001

Programme: NAWA SPINAKER – Intensive International Education Programmes 2024

## **§1. General Provisions**

1. These Regulations define the rules and procedure for recruiting SGH teaching staff participating in the implementation of the IMPK SGH.FutureLeaders.Bridge project financed by NAWA.
2. The aim of the recruitment process is to select foreign lecturers to work alongside the project team in preparing and delivering classes for one or two editions of the IMPK course.
3. The recruitment process is carried out in line with the principles of equal opportunities, non-discrimination, and accessibility for individuals with special needs.

## **§2. Recruitment Organizer**

1. The recruitment organizer is the Warsaw School of Economics (SGH).
2. The recruitment is conducted by the Recruitment Committee. The Committee consists of two members appointed by the Project Manager; one serves as Chair and the other as Secretary.
3. Committee members evaluate submissions individually, awarding points based on the criteria specified in §6 points 4 and 5.
4. The Committee may make decisions via written circulation. The Committee's resolution is signed on behalf of all members by the Chair. There is no right to appeal.
5. The Committee is responsible for announcing the call, evaluating applications, and preparing ranking lists.

## **§3. Scope of Tasks and Responsibilities of Teaching Staff**

Teaching staff are required to:

1. Collaborate with the Project Manager and academic supervisor on syllabi and teaching materials
2. Conduct classes during one or both editions of the course.
3. Participate in project evaluation and reporting meetings

## **§4. Course Topics and Subjects**

The course covers six thematic blocks:

I. Modern Leadership



- II. Business Ethics and ESG for Future Leaders
- III. The Global Business Context
- IV. Innovative Investment Projects
- V. Use of AI in Business
- VI. Business Simulation Game

## **§5. Candidate Requirements**

1. Minimum 5 years of teaching experience or academic publications in the field
2. Professional experience relevant to the subject area

## **§6. Recruitment Procedure**

1. Announcement on the project website:  
<https://futureleaders.sgh.waw.pl/en/recruitment> and SGH Bulletin.
2. Recruitment period: 15.12.2025-30.12.2025.
3. Required documents:
  - Online [application form](#)
  - CV (Please send your CV in PDF format to: [katarzyna.sobiech@sgh.waw.pl](mailto:katarzyna.sobiech@sgh.waw.pl))
4. Evaluation criteria:
  - Teaching experience (0–5)
  - Professional experience (0–5)
  - Academic achievements (0–5)Maximum: 15 points.
5. A ranking and reserve list will be prepared. The Committee's decision is final and not subject to appeal.

## **§7. Equality and Accessibility Principles**

1. Recruitment ensures equal access for women and men.
2. Documents available electronically.
3. In case of tied scores, preference is given to women.

## **§8. Recruitment Results**

1. Results announced by 20.01.2026 on the project website and via email.
2. Selected candidates receive quality-based remuneration according to the project budget.

## **§9. Final Provisions**

1. Regulations enter into force upon approval by the Project Manager.
2. Published on the SGH website.
3. NAWA guidelines and SGH regulations apply.