

## Selection Procedures for IBS Directors (Open Recruitment)

1. **(Candidate Recommendation for In-depth Evaluation)** Among the scientists who have been registered in the “IBS Directorial Candidate Pool” by the application deadline<sup>※</sup> announced each year, the **Recommendation Panel for In-depth Evaluation Candidates** considers the scientific excellence, suitability for directorship, development potential and other qualifications of the scientists, and makes recommendations.

※ 2015 Application Deadline: February 28 (Saturday)

2. **(Decision on Candidates for In-depth Evaluation)** The **Selection and Evaluation Committee (SEC)** has comprehensive discussions on candidates recommended by the **Recommendation Panel for In-depth Evaluation Candidates**, and decides on the final candidates for in-depth evaluation during the **SEC** meeting. Then, the **SEC** selects the **Review Panel (RP)** chair in each field, who will be in charge of composing the **RP** that conducts in-depth evaluations on those candidates.  
(Required time for stage 1 to stage 2: **Up to 2 months**)

3. **(Composition of Review Panel)** The **RP** chair composes the **RP** by appointing up to ten members. 50% or more of **RP** members must be foreign scientists.
4. **(Request for Reference Letters)** From the list of referees recommended by **RP** members, the **SEC** chair selects suitable referees in terms of their expertise and impartial judgment, and sends them official letters of request for reference letters. Once reference letters are received, the **SEC** chair sends them to each **RP** member.
5. **(In-depth Evaluation)** The **RP** conducts in-depth evaluations on candidates via open symposium, presentations and interviews, and reviews reference letters sent from the **SEC** chair. Then, the **RP** makes a review panel report that states its conclusion about the candidate recommendations.
6. **(Comprehensive Evaluation)** Based on the review panel report, the **SEC Subcommittee** has discussions on candidates recommended by the **RP**. Then, in the **SEC** meeting, **SEC** members conduct comprehensive evaluations on those candidates, and recommend the final candidates.  
(Required time for stage 3 to stage 6: **Up to 5 months**)

7. **(Pre-negotiations)** **IBS** conducts pre-negotiations with candidates recommended by the **SEC**. In the pre-negotiations, they check whether they have a common understanding of the terms and conditions of the directorship, as well as the specifics of the research center (Center). They may discuss any discrepancies in their expectations in advance, if necessary.
8. **(Consultation with the Scientific Advisory Board)** The **Scientific Advisory Board (SAB)** comprehensively reviews the **SEC** evaluation report and the **IBS** pre-negotiation report, and then consults the **IBS** president regarding the final candidate recommendations.
9. **(Negotiations & Appointment)** The **IBS president** negotiates with recommended candidates about annual salary, operating conditions of their Centers, etc. If they reach an agreement, the **IBS president** appoints the candidates as **IBS** directors.  
(Required time for stage 7 to stage 9: **Up to 3 months**)

(Total required time: About 10 months)

| Selection Procedures Conducted By                          | No. of Participating Scientists |
|--|---------------------------------|
| 1. Recommendation Panel for In-depth Evaluation Candidates | Up to 15                        |
| 2. Selection and Evaluation Committee (SEC)                | 22                              |
| 3. Review Panel (RP)                                       | Up to 10                        |
| 4. Referee (For Reference Letters)                         | Up to 10                        |
| 5. Scientific Advisory Board (SAB)                         | 23                              |