

# FAQ: Selection of IBS Directors / Organization & Operation of Research Centers

## 1. Selection of IBS Directors

### 1-1. Is there an age limit for candidates who are applying for director positions?

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

### 1-2. What is the retirement age for IBS directors at HQ research centers (Centers)?

A. IBS directors at HQ Centers will be employed as senior-level researchers whose retirement age is 65 and can be extended after evaluations. However, if directors are temporarily posted to IBS before switching their affiliations to IBS, they comply with the policies of their current affiliations.

### 1-3. When is the deadline for submitting applications?

A. You can submit your application at any time to register in the IBS Directorial Candidate Pool.

### 1-4. Will all applicants be included in the candidate pool?

A. No. Applicants will be eliminated from the candidate pool if their research plans are deemed unsuitable for IBS research. Those candidates will be personally notified with an explanation.

**1-5. Will all of the applicants included in the candidate pool go through the selection and evaluation process?**

A. No. The Selection and Evaluation Committee (SEC) will select candidates for an in-depth evaluation from the candidate pool. Only the selected candidates will undergo the selection and evaluation process.

**1-6. What about the candidates in the pool who are not selected for an in-depth evaluation?**

A. The candidates will remain in the pool for two years. Candidates can update their application (such as new research achievements) at any time during the two years. If candidates have not been selected for an in-depth evaluation after two years, but still want to remain in the pool, they should reapply.

**1-7. What are the selection and evaluation criteria?**

A. The most important criteria are candidate's scientific excellence and the feasibility of their candidate's research plans.

**1-8. Can I become a director at a HQ Centers while maintaining my current affiliation?**

A. No. In principle, when applying for director positions at HQ Centers, candidates will be hired on the condition that IBS should be their only affiliation. Nonetheless, if candidates can obtain approval from the heads of their current affiliations for taking a leave of absence, being temporarily posted to IBS or maintaining a dual employment at their current affiliations and IBS, they may be able to apply for the director positions while retaining their employment status with the current affiliations. However, this transition period must not exceed two years after their appointment dates as IBS directors.

**1-9. Who can apply for the IBS directorships at campus Centers?**

A. Professors, researchers or anyone with pending employment contracts from S&T specialized universities (KAIST, DGIST, UNIST, POSTECH and GIST), or researchers from

government-funded research institutions in the Daedeok Innopolis region (KAIST Alliance Campus) can apply to campus Centers. However, director positions in specialized research areas for campus Centers (see 2. Selection of IBS Directors in Designated Research Areas) are open to all researchers. In this case, the applicants must acquire approval from the heads of their respective host institutions where their Centers will be based before the final decision for the directorship is made.

**1-10. Who can apply for the IBS directorship at extramural Centers?**

A. Professors or researchers from any universities or government-funded research institutes can apply for these positions, except professors from S&T specialized universities and researchers from government-funded research institutions in the Daedeok Innopolis region.

**1-11. When organizing a new Center, how should the organizational structure of the Center and the size of the Center's budget be chosen?**

A. Applicants should take into consideration the research theme and characteristics of their planned research to decide on the organizational structure of Centers. They should also consider the number of co-directors and associate directors and request an appropriate Center budget. During the evaluation process, the Center budget may be adjusted through a review by the SEC. Once the selection of directors is complete, Center's annual budgets will be finalized, within the requested budgets, through deliberation by the Research Review Committee.

**1-12. How do applicants estimate a reasonable size of Center budget (① less than KRW 4 billion, ② more than KRW 4 billion and less than KRW 6 billion, ③ more than KRW 6 billion and less than KRW 8 billion ④ more than KRW 8 billion) as well as start-up expenses?**

A. An appropriate size of Center budget should include the average operational costs such as labor costs (annual salary + statutory contributions for retirement reserves, employment insurance, national health insurance, and a national pension), direct costs, indirect costs, etc. excluding start-up expenses that will be provided in the first two years.

Applicants should indicate the start-up expenses (for large-scale facilities and equipment) separately from the required Center budgets.

## **2. Selection of IBS Directors in Designated Research Areas**

### **2-1. May I apply in other research areas during the application period of designated research areas?**

A. Yes.

### **2-2. How do I apply for a director position in a designated research area?**

A. The application procedure for a designated research area is the same as the procedure for other research areas. Applicants should remember to check the box on the application indicating that they are applying for a designated research area ("Designated Research Areas").

### **2-3. Can an applicant who has previously applied for other research areas also apply for a designated research area?**

A. Yes. Please update and re-submit your application. However, the previous application will be automatically withdrawn upon submission of a new application.

### **2-4. How many directors will be selected in the designated research areas?**

A. The number of directors is undecided. If there are no suitable candidates, IBS will not appoint directors in those areas.

### **2-5. Is the directorship evaluation process in designated research areas the same as the process in other research areas?**

A. Yes. The overall evaluation process is the same process, except that the research areas are specified.

**2-6. Can the plans for designated research areas be modified?**

A. Yes. The designated research areas may be reviewed and modified from the original plans, especially if a suitable director cannot be found within two years after a job-opening notification was first announced.

**2-7. Should applicants in the fields of mathematics and theoretical physics select only HQ Centers as their Center type?**

A. Yes. In principle, these applicants should select HQ Centers. If selected as directors at HQ Centers, they must become full-time IBS employees (within two years). On the other hand, if these applicants prefer to apply to campus or extramural Centers, they must attach a separate statement explaining verifiable reasons thereof.

**2-8. Should research plans include all research details or specific research areas outlined in the announcement of designated research areas?**

A. No. It is possible to include either part or all of the information suggested in the announcement. It is also possible to amend the contents provided that the amendments are still related to the designated research area. Also in principle, HQ Centers specializing in mathematics and theoretical physics should have multiple directors (co-directors).

**2-9. Should research plans for specialized research areas for campus Centers include the information listed in announcements only?**

A. No. Other details can be included if they are closely related to the specialized research areas for campus Centers.

### 3. Organization & Operation of Centers

**3-1. What employment types are held by IBS directors upon appointment?**

A. Refer to the table below.

Type of Centers	Employment Type Held by Directors
HQ	<ul style="list-style-type: none"><li>▫ Permanent position at IBS</li><li>▫ In principle, prospective directors of HQ Centers should leave their current affiliations before joining IBS. However, in unavoidable circumstances, directors may take a leave of absence or be temporarily posted to IBS from their current affiliations in order to conduct IBS research. However, this transition period must not exceed two years after their appointment dates as IBS directors.</li></ul>
Campus / Extramural	<ul style="list-style-type: none"><li>▫ Dual employment at IBS and the host institution (where the Center will be based) after concluding an employment agreement with IBS</li><li>▫ In unavoidable circumstances (for example, directors cannot switch their affiliations to host institutions immediately after being appointed as IBS directors), directors may take a leave of absence or be temporarily posted to host institutions from their current affiliations in order to conduct IBS research. This transition period must not exceed two years after their appointment dates as IBS directors.</li></ul>

**3-2. How will labor costs (annual salary + statutory contributions for retirement reserves, employment insurance, national health insurance, and a national pension) for directors be determined?**

A. Labor costs for IBS directors will be determined in the negotiation between the director and the IBS president, which will be held after the selection of directors is complete.

**3-3. How to staff Centers?**

A. Center staff includes directors, associate directors, research fellows, researchers, student researchers and support staff, all of whom are required to collaborate at the same research location. In HQ and campus Centers, Center staff will be, in principle employed via a special recruitment process, and support staff will be hired via an open recruitment process. Directors will request approval from the IBS president for each appointment after referring each case to the Personnel Committee for IBS Research Centers for review. Once all the processes above have been complete, the next appointment steps will be taken according to the IBS hiring process in order for the IBS president to authorize the employment. Associate directors will go through the IBS internal qualification evaluation process before being appointed.

**3-4. Can Center budgets change even after the organization of the Centers has been complete?**

A. Center budgets may change depending on the results of evaluations with an approval from the Selection and Evaluation Committee (SEC). The first evaluation takes place five years after the opening of relevant Centers. The following evaluations occur at three-year intervals. However, if there are justifiable reasons for budget changes before evaluations, the Research Review Committee for IBS Research Centers will review such cases and if approved by the committee, a Center budget for the year concerned may change.

**3-5. How do you define associate directors and their roles?**

A. Associate directors are senior-level researchers who lead their own research groups in collaboration with directors within Centers. Associate directors are guaranteed research autonomy by being granted independent budgets in specified amounts.

**3-6. 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 journals. Outside experts and IBS directors from relevant fields will conduct a document-based review to recommend candidates for an in-depth interview. The recommended candidates will go through the IBS internal qualification evaluation, and only the candidates who are selected as final candidates will be appointed as associate directors.

**3-7. How will labor costs (annual salary + statutory contributions for retirement reserves, employment insurance, national health insurance, and a national pension) for associate directors be determined?**

A. Associate directors will discuss their labor costs with their directors once being selected. Then, it requires approval from the IBS president to finalize the labor costs.

**3-8. Are directors, associate directors, research fellows, and researchers required to work full-time?**

A. Yes. Full-time commitment is mandatory. However, directors or associate directors who will switch their affiliations to either IBS (for HQ Centers) or host institutions (for campus or extramural Centers) will be granted a transition period of up to two years to ease the transition. (During this transition period, they may be able to participate in IBS research either by taking a leave of absence, being temporarily posted to IBS (for HQ Centers) or host institutions (for campus or extramural Centers) from their current affiliations or maintaining a dual employment at their current affiliations and IBS while retaining their employment status with their current affiliations. If directors or associate directors move from overseas institutions, they may work part-time at IBS for up to two years after discussing their work arrangements with IBS.

**3-9. Are directors and associate directors permitted to instruct classes?**

A. Directors may be allowed to instruct one class and advise students' dissertations per



year, and associate directors may be able to engage in such academic activities per semester.

**3-10. 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. Newly-hired directors and associate directors should wrap up their other ongoing research projects within a period set by the IBS president.

**3-11. Can researchers who are currently involved in any 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, they can begin IBS research after their Basic Science Research Program ends.

**3-12. Should directors and associate directors work at the same location?**

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

**3-13. How to manage a Center budget?**

A. IBS is in charge of managing research budgets for HQ and campus Centers. Host institutions for extramural Centers manage the research budgets of relevant Centers.

**3-14. How are evaluations conducted?**

A. Evaluations 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 an evaluation) two years after the opening of the Centers. Then, Centers are subject to an evaluation on a three-year basis.

**3-15. Are there any limits on a Center's operational lifetime?**

A. Whether to continue IBS support will be decided upon the results of evaluations.

**3-16. Who will own intellectual property rights and papers that are a result of the outcomes of Centers?**

A. The general rules regarding the ownership of research outcomes are as listed below. However, each case is different and parties involved may discuss further details accordingly.

<Ownership of Research Outcomes by Type of Centers>

Type of Centers	Papers	Intellectual Property Rights
HQ	IBS *	IBS*
Campus	IBS and host institutions must be listed as authors' affiliations.	IBS and host institutions share the ownership.
Extramural	IBS and host institutions (or authors' primary affiliations) must be listed. **	IBS and host institutions (or inventors' primary affiliations) share the ownership. ***

\* If authors have been temporarily posted to the HQ Centers while retaining their employment status with universities or government-funded institutions, both IBS and the universities or government-funded institutions can be cited as the authors' affiliations. However, IBS owns any intellectual property rights over the paper.

\*\* If authors are researchers who are temporarily posted to host institutions from other institutions, IBS must be listed as one of their affiliations, and authors' primary affiliations and the host institutions should discuss as to who should be listed alongside IBS.

\*\*\* If inventors are researchers who are temporarily posted to host institutions from other institutions, the inventors' primary affiliations and the host institutions should comply with their agreements to decide who will own the remaining share of intellectual property rights, excluding

those shares that belong to IBS.

**3-17. What happens if directors are unable to discharge work duties due to retirement, removal from the position, or an accident?**

A. In principle, relevant Centers should close down, unless there are co-directors at the Centers, or the Centers can appoint successors in time. Even after it has been decided to close down a Center, IBS may still offer necessary support, including research budgets (which will be adjusted on the basis of the circumstantial changes), research space etc. in order to assist Center staff with the closing-down preparation.