

## 2021 Selection Procedure for IBS Directors and Chief Investigators (Open Recruitment)

1. **(Candidate recommendation for in-depth evaluation)** Among the scientists who have been registered in the “IBS Directorial/CI Candidate Pool” by the submission deadline announced, the Recommendation Panel for In-depth Evaluation Candidates considers the scientific excellence, suitability for director/CI, potential and other qualifications of the scientists, and makes recommendations.
2. **(Decision on candidates for in-depth evaluation)** The Selection and Evaluation Committee (SEC) conducts 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 an In-depth Evaluation Panel (IEP) chair in each field, who will be in charge of composing the IEP that conducts in-depth evaluations on those candidates.  
(Required time for steps 1 to 2: Up to two months)

3. **(Composition of In-depth Evaluation Panel)** The IEP chair forms an IEP by appointing about eight members. 50% or more of IEP members shall be overseas scientists.
4. **(Request for reference letters)** From the list of referees recommended by IEP 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 IEP member.
5. **(In-depth evaluation)** The IEP conducts in-depth evaluations on candidates via open symposium, presentations, and interviews and reviews reference letters received. Then, the IEP makes a review panel report that states its conclusion about the candidates.
6. **(Comprehensive evaluation)** Based on the review panel report, the SEC Subcommittee has discussions on candidates recommended by the IEP. Then, at the SEC meeting, SEC members conduct comprehensive evaluations on those candidates, and recommend the final candidates.  
(Required time for steps 3 to 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 director/CI positions, 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 IBS pre-negotiation report, and then consults IBS President regarding the final candidate recommendations.
9. **(Negotiations & appointment)** IBS President negotiates with recommended candidates about annual salary, operating conditions of their Centers (directors)/research groups (CIs), etc. If they reach an agreement, IBS President appoints the candidates as IBS directors/CIs.  
(Required time for steps 7 to 9: Up to 3 months)

(Total required time: Approximately 10 months)

Entity conducting selection and evaluation procedure (open recruitment)	No. of participating scientists
1. Recommendation Panel for In-depth Evaluation Candidates	Up to 15
2. Selection and Evaluation Committee (SEC)	22
3. In-depth Evaluation Panel	Up to 10
4. Referee (for reference letters)	Up to 10
5. Scientific Advisory Board (SAB)	25

## 2021 Selection Procedure for IBS Directors and Chief Investigators (Search Committee)

1. **(Candidate search by Search Committee)** A Search Committee (SC), formed in each designated research area, searches for director/CI candidates by collecting domestic and overseas experts. After examining excellence of the candidates, the SC requests selected candidates to submit their research plan.
2. **(Decision on Candidates for In-depth Evaluation)** Each area's SC decides on in-depth evaluation candidates after reviewing submitted research plans.  
(Required time for steps 1 to 2: Up to two months)

3. **(Composition of In-depth Evaluation Panel)** Each area's SC forms an In-depth Evaluation Panel (IEP) by appointing about eight members. 50% or more of IEP members shall be overseas scientists.
4. **(Request for reference letters)** From the list of referees recommended by IEP 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 IEP member.
5. **(In-depth evaluation)** The IEP conducts in-depth evaluations on candidates via open symposium, presentations, and interviews and reviews reference letters sent from the SEC chair. Then, the IEP makes a review panel report that states its conclusion about the candidates.
6. **(Comprehensive evaluation)** Based on the review panel report, the SEC Subcommittee has discussions on candidates recommended by the IEP. Then, at the SEC meeting, SEC members conduct comprehensive evaluations on those candidates, and recommend the final candidates.  
(Required time for steps 3 to 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 director/CI positions, 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 IBS pre-negotiation report, and then consults IBS President regarding the final candidate recommendations.
9. **(Negotiations & appointment)** IBS President negotiates with recommended candidates about annual salary, operating conditions of their Centers (directors)/research groups (CIs), etc. If they reach an agreement, IBS President appoints the candidates as IBS directors/CIs.  
(Required time for steps 7 to 9: Up to 3 months)

(Total required time: Approximately 10 months)

Entity conducting selection and evaluation procedure (Search Committee)	No. of participating scientists
1. Search Committee	Up to 15
2. Selection and Evaluation Committee (SEC)	22
3. In-depth Evaluation Panel	Up to 10
4. Referee (for reference letters)	Up to 10
5. Scientific Advisory Board (SAB)	25