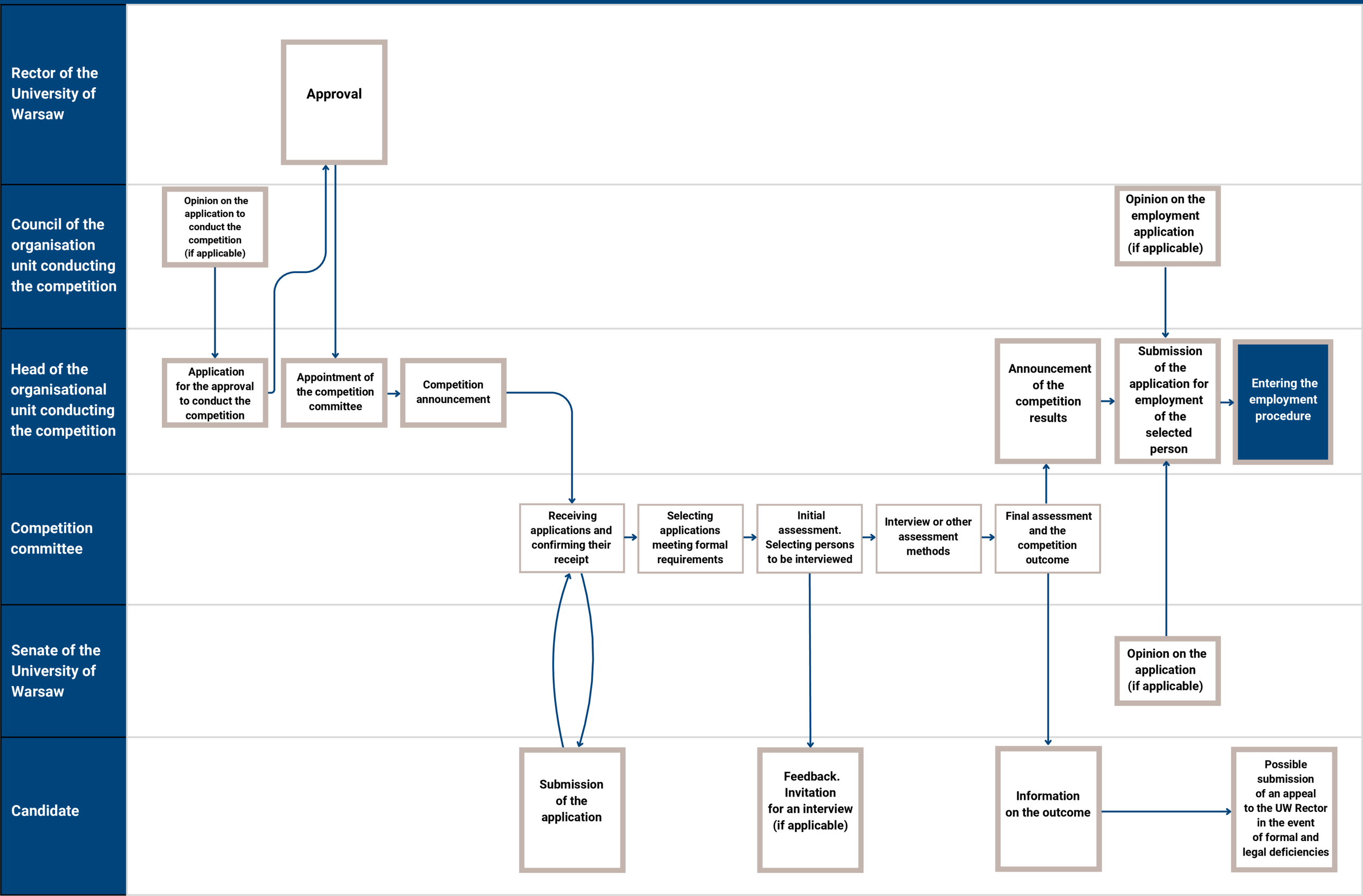RECRUITMENT SCHEME FOR THE ACADEMIC POSITION AT THE UNIVERSITY OF WARSAW