

THREE (3) POSTDOCTORATE POSITIONS FOR SEVERO OCHOA PROGRAM (ref. 20-028-94001)

CREAF (the Centre thereafter) is seeking for three Postdoctorate Researchers to work full-time on the SEVERO OCHOA program (2018 SEVERO OCHOA Excellence Centers, ref. CEX2018-000828-S, from the *Agencia Estatal de Investigación*).

This contract is envisaged to start in November 2020, and it will end on November 2023. Positions will have a total contract duration of three years and the salary offered is 29.027,25 € gross per year.

CREAF will negotiate the installation and formalize the hiring of the selected candidates within the period indicated in the call.

The selected people will be the subject of a career development plan within the Severo Ochoa project to facilitate their eventual stabilization at CREAM or other centers of the Catalan research system.

TASKS

- Participate in the research activity of the Centre.
- Develop and lead research protocols within the research lines of the Centre.
- Contribute to the highest-level scientific production (SCI papers) of the Centre.
- Contribute to the outreach and dissemination of the Centre's research activity.
- Participate in the highest-level supervising activities (PhD and MSc theses) of the Centre.
- Participate or lead scientific projects, both at the national and international level.

REQUIREMENTS

- PhD in Engineering, Biology, Environmental Sciences or other relevant or similar disciplines.
- Adequacy of previous research to research lines of the Centre.

ASSESSABLE CONDITIONS

Scientific and technical production:

- Relevance of scientific production
 - SCI articles
 - SCI Q1 articles
 - Other SCI articles
 - Highly cited publications
 - 5 most relevant publications
- Other publications
- Communications in congresses and workshops
- Invited conferences in prestigious centers
- Participation in research projects
- Technology production and transfer (incl. big databases, informatic applications, etc.)
- Awards and prizes
- Other (to be decided by the Evaluation Committee)

Mobility and networking:

- Stages in other centers
- Publications and patents with diverse groups
- Participation in international workshops and work teams

- Representation in scientific and/or academic societies or institutions
- Other (to be decided by the Evaluation Committee)

Leadership:

- Leadership in projects and contracts (including relevant Postdoctoral Grants and Fellowships)
- Team building and management
- PhD and MSC supervision (both defended and ongoing)
- Supervision of other academic works
- Other (to be decided by the Evaluation Committee)

Impact and RRI:

- Involvement in collective actions (e.g. Center Strategic Plans, Cross-cutting projects)
- Evaluation and review tasks (e.g. for academic positions, in editorial committees)
- Event (congresses and workshops) organization
- Citizen Science projects
- Outreach and dissemination activities
- Other (to be decided by the Evaluation Committee)

SELECTION PROCESS AND CRITERIA

APPLICATION

Applicants must send the following documentation in pdf format within the period established in the call by e-mail to laboral@creaf.uab.cat:

- Curriculum vitae, preferably in the CVN format of the Ministry of Science and Innovation
- Document with a summary of the 5 most relevant scientific publications

The deadline for submitting applications will be **September 30, 2020 at 23:59**.

EVALUATION COMMITTEE

The Evaluation Committee will be made up of 15 members belonging to consolidated categories of CREAM's own or assigned research staff (CSIC Full Scientist, Associate Professor or University Lecturer, CREAM R4 Researcher or higher). A minimum gender ratio of 40/60 is set. The day and time of the draw for full and alternate members will be determined, and the members of the Research Staff will be notified in advance in order to give transparency to the process. If in any of the genders the number of members does not reach the necessary one, additional members will be invited, preferably of the academic entities that form the Consortium of the Centre (CSIC, UAB and UB), at the proposal of the Severo Ochoa Committee.

CANDIDATE EVALUATION

Candidates will be evaluated by the Evaluation Committee according to the following criteria and weights:

- **Scientific and technical production*: 50%**
- **Mobility and networking*: 15%**
- **Leadership*: 20%**
- **Impact and RRI: 15%**

*Evaluation of these categories will be weighted by effective activity period (years from the doctorate, discounting recognized periods of maternity or paternity, care for dependent people, or sick leave)

Applications will be evaluated by the Evaluation Committee, which will draw up a **single prioritization list of applicants**, sorted according to the score obtained according to the established weights.

Gender balance actions: in order to comply with the objectives of the CREAM Equality Plan, two measures will be applied to the priority list.

- **Reservation of places for women researchers.** In each of the two calls for postdoctoral research staff at Severo Ochoa, **1 place will be reserved for women researchers**. This position will be occupied by the first woman on the prioritization list.
- **Prioritization of women in case of equal merits.** In the assessment process, if two applicants obtain substantially equivalent scores (with a difference of at most 2% of the maximum possible score), the applicant of the least represented sex will be chosen, in this case the woman. This measure will be applied to other non-reserved places.

RESOLUTION

The resolution period will be 20 working days from the end of the selection process. The Evaluation Committee will give the Direction of the Centre the ordered provisional list of the aspirants. Once the appeal and resolution period has ended, this provisional relationship will become final.

All applicants will receive a written communication stating their decision.

REDRESS PROCEDURE

Within ten calendar days from the date the results notifications is sent, candidates may submit a redress by sending an e-mail to laboral@creaf.uab.cat, which must include an explanatory text together with the documents that the candidate deems appropriate.

The redresses will be resolved by an appeals committee, expressly chosen by the Management Support Team, made up of three members of the Centre not involved in the area or position to be filled. Men and women will be represented on this committee.

The redresses presented will be examined by the appeals committee within a period of 10 working days from the day after receipt of the same. The appeals committee will dictate the final list of applicants, which will be communicated in writing to the interested parties by the means that proves the receipt of the communication.

The redress procedure will look at procedural shortcomings and into possible errors, not against evaluation panel decisions or experts' ratings and comments. The selection and evaluation processes themselves ensure the independence and the objectivity of the evaluation.