

Annex I

FUNCTIONS, TASKS AAND RESPONSIBILITIES OF SENIOR RESEARCHERS AT IBEC AS DESCRIBED IN THE JOB DESCRIPTION

FUNCTION n 1	TASKS	IMPACT
Research Project Development	Internal/External Funding	Full
	Tasks implementation	Full
	Problem setting and Problem Solving	Partial
	Co-leadership with the Group Leader, managing and supervising team members, time and economic resources	Full
	Results critical analysis	Full
	Articles, Projects, Patens writing	Full
% TIME DISTRIBUTION	Helping Roles	Validation Roles
50%	All: Scientists and administrative roles	Group Leaders

FUNCTION n 2	TASKS	IMPACT
Promote research lines, sub lines and projects	Field knowledge, bibliographic search and vision: identify the state of the art.	Partially shared with the Group Leader (50-50%)
	To filter ideas, viability analysis	
	Goal setting, time and resources planning	
	Concept test management	
	To design one or several research projects	
% TIME DISTRIBUTION	Helping Roles	Validation Roles
10-30%	GL, Phd, Post Doc, Others Senior Researcher	Group Leader

FUNCTION n 3	TASKS	IMPACT
Congresses, Fairs participation and Publication	Writing	Partial
	To setup presentations, identifying congresses and patents contexts	Partial
	To be present at the forums	Full
% TIME DISTRIBUTION	Helping Roles	Validation Roles
10% or less	Administration TT Unity, for patents Associate professors	Group Leader

FUNCTION n 4	TASKS	IMPACT
Outreach and dissemination (workshops, fairs, mass media, press, educational science conferences...)	Idea, creation and set up of dissemination actions	Full
	Participation	Full
	Dissemination Final Reporting	Full
% TIME DISTRIBUTION	Helping Roles	Validation Roles
10-30%	Communication, Mass Media and Press Unit	None

FUNCTION n 5	TASKS	IMPACT
Mentoring of PhDs	To guide students in their PhD	Full
	Results Analysis	Partial
	Results presentation	Partial
% TIME DISTRIBUTION	Helping Roles	Validation Roles
10-30%, if she /he has an University Contract: more time dedication	Group Leader	Group Leader Thesis Director

FUNCTION n 6	TASKS	IMPACT
To be responsible for the Lab when the Lab Technician is absent (Staff Scientist Orientation)	Equipment Management (if the Post Doc researcher or the Lab Technician are absent)	Full
	New technics implantation and follow up	Full
	Team/s Time Sheets	Full
	Users Training	Full
	Lab Monitoring	Partial
% TIME DISTRIBUTION	Helping Roles	Validation Roles
10-30%	Post Docs, PhDs	Group Leaders