

SENIOR RESEARCHER PROGRAMME

1ST CALL FOR PROPOSALS 2021

Introduction to the Senior Researcher call 2021

The **Institute for Bioengineering of Catalonia (IBEC)** is a leading-edge multidisciplinary research centre based in Barcelona that conducts excellent interdisciplinary research at the frontier of engineering and life sciences to generate new knowledge by putting together fields like nanomedicine, biophysics, biotechnology, tissue engineering and applications of health information technology.

In 2021, the Senior researcher Programme **aims to open 2 positions to consolidate senior researchers.**

The **Objectives** of the Programme are:

- To provide a long-term career pathway for senior researchers
- To retain talent within IBEC
- To provide IBEC groups with a more robust structure

Each Group Leader will be able to support one candidate.

Conditions of employment:

- 2 senior researcher positions with full time, open-ended contract.
- Gross annual fix salary: 39.600 €
- Measures to reconcile work and family life: flexible schedule working hours, teleworking, 23 working days of paid holidays, 9 leave days for personal matters, among others.
- Specific training for the position will be offered. The IBEC yearly training catalogue offers a wide range of training in technical and transferable skills.
- Induction programme to facilitate incorporation at IBEC and additional support is provided for foreigners to obtain Visa-working permit and to settle in Barcelona.
- Stimulating, interdisciplinary research and high-quality international scientific environment.
- Other responsibilities than research, such as teaching, if minimal, could be carried out upon the approval of the corresponding Group Leader.

Who can apply?

To be eligible, candidates must comply with the following requirements:

- Candidates must have been awarded a PhD degree minimum 7 years prior to time of **this call closing deadline**. Should an applicant hold more than one doctoral degree, this period will be counted from the first degree granted.
- Candidates must have the support of an IBEC Group Leader through a support letter (see Annex II).
- The call is open to all candidates who, are not holding a permanent position within the Spanish National research system.
- The successful candidate will be incompatible with applying for a Junior Group Leader position in IBEC within the next 3 years from date of communication of call resolution.
- The successful candidate will be periodically evaluated to track their progress.
- The successful candidate will have a period of 12 months to accept the position from the date of communication of call resolution.

How to apply?

Applications must be submitted from April 15th until May 14th 2021 at 3 pm (Central European Time – CET) through the online application platform available at the IBEC website: <https://careers.ibecbarcelona.eu/>

Applicants will need:

- To **register at the IBEC online application platform** and create a new account.
- To fill in **all the sections of the Curriculum Vitae**.
- To select the **research group** in which he/she would like to work.
- To write a prospective **Research & Management proposal** to be carried out within the selected IBEC research group. The applicants **must contact the Group Leader** of their choice to discuss their **research & Management proposal** with him/her. The **proposal** should have a maximum length of 6 pages and should be written using the template downloadable at <https://careers.ibecbarcelona.eu/> (See Form I).
- To **upload the support letter signed from the Group Leader** motivating the selection of the candidate (following the template provided, Form II).
- To submit the **Certificate or official notification of their PhD award**, where the date on which the PhD was earned appears.

If the documents uploaded to the online application platform were issued in a language other than English, a translation into English should be attached.

When required, the chosen candidates should accredit, through original documents or certified photocopies of them, the files attached to the applications. Likewise, IBEC could ask them for the original certificates for any information mentioned in their curriculum vitae.

Only full applications submitted by the call deadline will be evaluated.

Selection and evaluation criteria

The selection process is organized in four stages, starting on **May 15th** and finishing in **October 2021**.

Evaluation criteria and stages:

Criteria and subcriteria:	Composition of the evaluation panel:	Stage:
CV: Education, Professional experience, Outputs.	External experts	Stage II
Group's fitting, clarity, quality, impact, credibility and feasibility of the candidate's research and management proposal.	External experts	Stage II
Interview	Members of the IBEC International Scientific Committee (ISC)	Stage III

Phases of the selection process:

Stage I: Eligibility check

Candidates' compliance with the minimum eligibility requirements will be verified by an Eligibility committee composed of senior officers from the Institute's Support Units (led by the Head of Human Resources). The eligibility will be checked on the basis of the information provided by the applicant.

- Candidates must have been awarded a PhD degree minimum 7 years prior to time of deadline
- Support letter of an IBEC Group Leader

Only candidates who meet **all the eligibility criteria** will be moved to the following evaluation stage.

Stage II: Evaluation of the CV and of the Research and Management proposal

The evaluation will be performed by a **Panel of interdisciplinary external evaluators**, who will evaluate the CV and Research & Management proposal.

Each application will receive a consensus score that will allow to establish a final ranking of the candidates. The weight of each criteria is established as following:

Evaluation	CV	Group's fitting, clarity, quality, impact, credibility and feasibility of the candidate's Research and Managing proposal.
Weighting (%)	40	60

A maximum of **four shortlisted candidates** will pass to Stage III: Interview

Stage III: Interview of shortlisted candidates

Four shortlisted candidates will be invited for an **interview (either presential or through video conference)**. These interviews will be conducted by a **Selection committee** composed by the IBEC International Scientific Committee (ISC) members.

- The following sections will be evaluated:
 - Candidate's CV
 - Research & Management proposal
 - Institutional fit of the candidate within the selected research group and within IBEC

Feedback will be provided to all candidates that pass to the Interview Phase.

Stage IV: Final decision

The final decision will be taken in a **consensus meeting of the Selection committee** composed by the members of the IBEC ISC.

A reserve list of candidates will be identified. In case that one or more final candidates declined the offer, they will be replaced by the candidates in the reserve list, following the Selection Committee priority order.

Request for redress:

Candidates will be allowed to inquire a request for redress by sending a written request to hr@ibecbarcelona.eu.

The redress procedure will look at procedural shortcomings and into possible errors, not at the evaluation panel decision. The outcome of the redress will be sent to applicant(s) within the next 10 days after the reception of the request for redress.

Calendar

- 15th April: Launch of the call
- 14th May: Deadline for submission of applications
- 15th - 31st May: Eligibility check
- 1st June - 15th July: Evaluation of CVs and Research and Management proposals (by external experts)
- 15th - 31st July: consensus meeting external experts
- 14th 15th September: Communication for interview:
- 26th October: Interviews of final candidates by ISC
- November: Publication of the final results
- As of 01/12/2021: Start of the fellowships

Principles of the Selection Process:

IBEC is committed to the principles of the Code of Conduct for the Recruitment of Researchers of the European Commission and the Open, Transparent and Merit based Recruitment principles (OTM-R).

IBEC's Commitment on equal opportunity:

Our strength and excellence as an international transdisciplinary Research Institute are based on diversity. Being an equal opportunity employer, we are committed to diversity and inclusion, so that we support employees irrespective of their gender, nationality, religion, disabilities, age, sexual identity or cultural and socioeconomic background.

Having a disability certificate equal to or greater than 33% will be valued positively.



Protection of personal data:

IBEC ensures that applicants' personal data are processed as required by EU General Data Protection Regulation (GDPR) and Spanish Law 3/2018 on Data Protection.

Personal data shall thus be processed solely for the purpose of the selection procedure.

SENIOR RESEARCHER CALL 2021

Candidate's research and management proposal (FORM I)

1. Indicate the **research group** for which you apply.

2. For the research group you applied for, please answer the following **2 questions for each item**:

- What has been your experience and performance in the previous years?
- How will your proposal improve or add value to the current status of the group?

Items:

The following items match the responsibilities of a Senior researcher at IBEC as described in the corresponding job description (see Annex I)

1. Research Project Development
2. Support or co-participate in the GL's research lines
3. Publications and participation in congresses
4. Outreach and dissemination activities (workshops, fairs, mass media, press, educational science conferences...)
5. Manage others' career progression (co-supervising / mentoring/ training early-stage researchers and newcomers).
6. Management of the lab in terms of implementation of new technological developments and their follow up.
7. Promotion of the following principles, which are key for IBEC: transdisciplinarity, integrity, diversity and sustainability in research.
8. Other items or responsibilities you consider relevant to mention

Maximum 6 pages, font size 11 (including this page)

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

SENIOR RESEARCHER CALL 2021

Group Leader Support letter motivating the selection of the candidate (FORM II)

1. Indicate the name and surname of the candidate who you support:
2. The aim of the Call is to consolidate Senior researcher positions. The objectives of the Programme are:
 - To provide a long-term career pathway for senior researchers
 - To retain talent within the institute
 - To provide a more robust structure to IBEC groups

Taking into account the aim and the objectives, and referring to the candidate you support, please explain:

- The added value of incorporating this permanent position in your group
- What duties you need to incorporate in your group, which currently do not exist or need to be improved in your group (please check the Senior researcher job description to check the standard responsibilities).
- The added value you expect from him/her for your research group

Max. 2 pages

3. To finish completing my support letter I declare I am aware and accept the following conditions:
 - Call's financial conditions:
 - the labour contract costs will be charged to a European project of my research group. 50% will be recovered as free disposal by my group and the other 50% will be refunded to IBEC.
 - In case my group has not an European project 100% of the salary will be assumed by IBEC.
 - In case my candidate would be selected, my group will not participate in the following Senior researcher call, in 2022.

I declare I have read the candidate's proposal and I support his/her candidature.

Your Name and Surname:

Signature;