

**Resolution of July 1, 2021, of the University Carlos III of Madrid Announcing the Call for Applications for Grants Relating to the Requalification of the Spanish University System 2021–2023.**

**1. PURPOSE OF THE CALL**

Following Royal Decree 289/2021, of April 20, 2021, which regulates the direct granting of subsidies to public universities for the requalification of the Spanish university system, the Universidad Carlos III de Madrid may carry out actions using the grants awarded that will allow the achievement of the following objectives of public, social and economic interest for the benefit of improvement in the quality of education in Spain:

- a) the training of young doctors;
- b) the requalification of permanent or contracted university teaching staff through the promotion of the mobility of teaching and research staff;
- c) the attraction of international talent.

**2. GRANT TYPES AND DISTRIBUTION**

The call for applications will include the following grants:

- a) Margarita Salas grants for the training of young doctors.
- b) Grants promoting teaching and research staff mobility for the requalification of permanent and contracted teaching staff.
- c) María Zambrano grants for attracting international talent.

All the information relating to the characteristics, distribution, amounts, requisites of the applicants, deadlines, selection, and other details of each of the modalities is described in Annexes I, II and III of this call.

**3. ASSESSMENT AND SELECTION CRITERIA**

The selection process shall comprise a single stage in which candidates will be selected after assessment of the applications submitted and the issuance of the corresponding proposal-report. First, applicants will be assessed by a field subcommittee and the results of these assessments will be homogenized by a selection committee.

The field subcommittees and the selection committee shall be, in accordance with the principle of balanced composition, made up of both sexes. They shall consist of at least three lecturers or

researchers of recognized prestige. In addition, they shall be constituted, mostly, by members external to the University Carlos III of Madrid.

The members of the subcommittees and of the selection committee shall act in keeping with the principles of independence, transparency, and objectivity, and in accordance with the values laid down in the European Code of Conduct for the Recruitment of Researchers and will receive the information necessary for this purpose.

Six subcommittees are to be established, one for each of the following fields: Librarianship, Documentation and Humanities; Legal Sciences; Social Sciences; Industrial, Aerospace and Biomedical Engineering; Information and Communication Technologies; and Biomedical Sciences. All members of these subcommittees will be external to the Universidad Carlos III de Madrid.

The selection committee will be formed by the presidents of each of the field subcommittees and the vice-rectorate of teaching staff of the Universidad Carlos III de Madrid and will be responsible for homogenizing criteria between the subcommittees.

Applications will be rated with a score of between 0 and 100 points, with the following assessment criteria:

**a) Candidate ACV, up to 50 points**

The relevance and contribution that the candidate has made will be assessed based on articles published in scientific journals, books or chapters of scientific and technical books, patents granted or licensed, and, in general, in any contribution that allows the different aspects of their research, including the management and transfer of scientific and technological results to be assessed. Mobility will be positively assessed, especially international mobility and the teaching activity carried out by the candidate.

**b) Scientific-technical history of the host group, up to 30 points.**

The quality and interest of the scientific-technical background of the host group or Department where work is to be carried out will be assessed, as well as the pre- and postdoctoral training

capacity of each research team which the applicant has joined in each of the destinations, as well as those activities or training programs that are developed within them.

In addition, María Zambrano grants will assess the justification of the candidate's suitability for the research and knowledge transfer needs of the receiving group and the expected impact.

**c) Supporting report, up to 20 points.**

The following aspects of the explanatory reports and the training plan will be assessed: originality, degree of scientific and technological innovation, relevance of the proposed research activities, foreseeable results, and potential impact on the progress of the candidate's teaching and research career.

The minimum score required to pass the assessment will be 80 points.

In cases where candidates earn an equal total score, priority will be given to the applicant:

1. With the highest score earned in section (a).
2. With the highest score earned in section (c).

If, once the above rules have been applied, the tie has not been settled, it will finally be resolved by drawing lots between the chosen candidates.

**4. PROVISIONAL LIST OF CANDIDATES**

The provisional list of candidates admitted and excluded from the call process will be published, on the Call website, indicating the reasons for exclusion of the latter, and the period they have available to appeal.

Documentation for appeals will be submitted through the application:

<https://aplicaciones.UC3M.es/convoca/sol/login.do?env=RRHH>

**5. RESOLUTION OF CALL ADJUDICATION**

Prior to December 1, 2021, a resolution will be issued with the approval of the definitive list of the selected candidates and those on the waiting list. This list will be published on the Call website.

Within ten calendar days of the communication of the award to the recipients, they must indicate their express acceptance. In the event that the recipient does not submit the acceptance document within the prescribed period, the next candidate on the reserve list drawn up by the Committee will be deemed to have been proposed.

## **6. FORMALIZATION OF THE GRANT**

In order to formalize the grant, the recipient must submit the corresponding documentation to the University Organization and Human Resources Service, within the established period and prior to the foreseen date of incorporation.

The university will provide the recipients with all the information relative to the formalization of the grant during the term of acceptance of the same.

## **7. TEMPORARY SUSPENSIONS OF GRANTS**

The final date for completion of the stays may not extend beyond December 31, 2024, and, in any case, the annuities must always be complete. However, recipients who may be in any of the circumstances detailed below, may modify the starting dates, and suspend and delay the end of the stays:

### **a) Suspensions due to the health emergency caused by COVID-19**

Any suspension due to the health emergency caused by COVID-19 will be considered "*a force majeure event*", so the grant awarded will cover in full the period allocated for the stay.

### **b) Delay in the incorporation or suspension of the period of validity of the grant owing to duly justified situations**

The following exceptional circumstances are considered grounds for temporary suspensions, which must be verified and justified:

b.1) In the case of situations of temporary disability, risk during pregnancy, maternity or paternity, adoption or foster care or breastfeeding issues.

b.2) Being in the application process for the work permits necessary to undertake the training stay.

In all cases it will be necessary for the interested party to submit a prior application that is authorized by the university, without exceeding the final date of the stay of December 31, 2024, or 30% of the total period of the stay.

## **8. SUBSTITUTIONS**

Vacancies occurring due to withdrawals among recipients, by express waiver or for other motives, may be filled by individuals on the waiting list, if they occur within a maximum period of three months from the acceptance of the person who withdraws.

## **9. NON-COMPLIANCE AND REPAYMENT OF FUNDS RECEIVED**

The Universidad Carlos III de Madrid may demand from the recipients the reimbursement of all or part of the grant received in the event of waiver or non-compliance with the obligations established for each of the grants and described in the corresponding annexes.

## **10. DATA PROTECTION**

- a) The data provided by the candidates will be collected and processed by the Universidad Carlos III de Madrid in order to manage the applications and resolve the call, with the aim of awarding the places.
- b) Those who wish to do so may exercise their rights of access, rectification, suppression, limitation, portability and opposition to their processing, by sending an email to the following address: [dpd@uc3m.es](mailto:dpd@uc3m.es)
- c) Additional and detailed information about the university's Privacy Policy may be consulted at: <https://www.uc3m.es/protecciondedatos>

## **11. INTELLECTUAL PROPERTY RIGHTS**

To the extent that the results derived from the works developed by researchers may be subject to intellectual property, they shall cede exclusively, and for the maximum time and territory permitted by law, the rights of exploitation of said intellectual property to the Universidad Carlos III de Madrid, corresponding to the researchers who have participated in the creation of the work all the moral rights of intellectual property, and in particular that of being recognized as authors of the same.

Similarly, to the extent that these results obtained were subject to legal protection by patent or another industrial property title, the Universidad Carlos III de Madrid shall have preference to apply for the corresponding titles of protection, with the researchers who have contributed intellectually to the obtaining of these results appearing as inventors.

The researchers undertake to collaborate to the extent necessary to achieve the effect of the rights recognized in favour of the Universidad Carlos III de Madrid. This collaboration includes obtaining the signature of the inventors or authors of the research of documents necessary for the processing of industrial or intellectual property titles as well as for their extension to other countries when so decided.

The Vice-Rector with competence in the field of teaching staff is empowered to interpret and resolve any questions arising from the application of this resolution, proceeding, if necessary, to issue and publish the instructions necessary for its development and compliance. In addition, this Vice-Rector shall be the person in charge of issuing the corresponding documents of acceptance of stays as mentioned in this call when they refer to the incorporation into the Universidad Carlos III de Madrid.

THE RECTOR

Juan Romo Urroz

## ANNEX I

### MARGARITA SALAS GRANTS FOR THE TRAINING OF YOUNG DOCTORS

#### I.1. PURPOSE OF THE GRANT

These grants are intended to train young doctors through stays in Spanish universities or public research centres, or in foreign universities or research centres, public or private. For this, a minimum of 35 grants are offered.

Of the total number of places called, one place is reserved to be filled by a person with a recognised disability equal to or greater than 33 percent. If this grant were to go unawarded, it would be added to the remainder of the grants available.

#### I.2. CHARACTERISTICS OF THE GRANTS

The grants are awarded for two-year terms and will be structured as follows:

- A. **Recipients who have earned a doctorate degree at the Universidad Carlos III de Madrid:** The first year of the stay will be outside the Universidad Carlos III de Madrid, at a Spanish university or public research centre, or at a foreign university or research centre, either public or private. The second year of the grant must be undertaken at a Spanish public university of the applicant's choice, including the Universidad Carlos III de Madrid.
- B. **Recipients who have earned the doctorate degree at Spanish private universities or those of Spanish nationality who have earned it at foreign universities or research centres:** the first year of the stay will be at a Spanish university or public research centre, or at a foreign university or research centre, public or private, which is different from the one in which they earned the doctorate degree. The second year must be at the Universidad Carlos III de Madrid.

The **formalisation of the grants** shall proceed as follows:

1. Through an employment access contract in accordance with the law on Science, Technology and Innovation during the period in which the recipient will enjoy the grant in Spain, and in this case, if the host institution is different from the Universidad Carlos III de Madrid, in addition to the employment contract, the corresponding training stay for the selected destination will be processed.

All the recipients who have this link will be attached to a Department of the University Carlos III de Madrid.

2. Through a **grant regulated by an agreement covering training commitments** during the period that the recipient will enjoy the grant abroad.

The **amounts of the grants** will be as follows:

- a) €2,800 gross per month in 12 monthly payments for stays in Spain. In addition, the recipient may receive the variable remuneration supplement linked to individual merits if he or she meets the requirements.
- b) €4,200 per month in 12 months if the stay is abroad.
- c) A lump sum payment of a maximum of €3,500 for travel expenses and health care insurance costs abroad, including accidents and repatriation. This payment will depend on the destination chosen, with the amount being lower if it is in Spain than if it is abroad.

The stay must be carried out continuously and end before 31 December 2024.

The grant awarded shall be incompatible with any other grant, income or resources for the same purpose from public or private administrations or entities, be they national, European Union or international organizations.

### **I.3. REQUIREMENTS TO BE MET BY CANDIDATES**

Candidates will be required to meet the following requirements:

1. At most two years must have elapsed from the date of earning the first doctor's degree and the closing of the deadline for submission of applications.  
This period will be used when any of the circumstances expressly set out in Annex II of Royal Decree 289/2021, of 20 April, which regulates the direct granting of subsidies to public universities for the requalification of the Spanish university system (Official State Gazette of 22 April), is present.
2. Request incorporation into Spanish universities or public research centres, or foreign public or private universities or research centres, other than the one in which they completed their predoctoral training and earned the doctorate.

3. Spend the second year of the grant at a Spanish public university, selected by the recipient, except if the doctorate has been earned outside the Universidad Carlos III de Madrid, in which case this year must be completed at this university.

#### **I.4. APPLICATION AND DEADLINE FOR SUBMISSION**

The Universidad Carlos III de Madrid shall receive and manage exclusively the applications of those young doctors who have earned the first doctor's degree at this University.

In addition, individuals who have completed their first doctoral degree at a private Spanish university, or those of Spanish nationality who have earned it at a foreign university or research centre, shall submit their applications at the Universidad Carlos III de Madrid when they wish to join it in the first or last year of the grant.

The documentation that must accompany the applications, in Spanish, will be as follows:

1. Photocopy of the DNI (Spanish National Identity Document), NIE (Foreigner's Identity Number) or passport, except for applicants who have earned a doctorate at the Universidad Carlos III de Madrid.
2. Copy of the doctoral degree or the official academic certification with express indication of the date on which the applicant's doctoral thesis was successfully defended.
3. Accreditation, where applicable, of the situations which determine the extension of the calculation of the period established in the previous paragraph.
4. Abbreviated Curriculum Vitae in English and/or Spanish. For the drafting of the Curriculum Vitae, a standardized model will be provided on the Call website.
5. Scientific-technical background of the host group over the last five years, in Spanish and/or English. It must include the pre- and postdoctoral training capacity of each research team they have joined in each of the destinations, as well as those activities or training programs that are developed within them.
6. Training Project Report in English and/or Spanish that includes the following aspects: motivation for the stay, objectives of the stay, activities to be carried out during the stay and a work plan, foreseeable impact of the stay on the progress of the candidate's teaching and research career. A standardized model will be provided on the Call website (the report must be a maximum of four pages or 3000 words).
7. Document of acceptance of the stay by each receiving centre of destination.

The deadline for submitting applications will be from the day following that of the publication of this call in the bulletin official of the Universidad Carlos III de Madrid until 7 September at 23:59 CET.

The application and the required documentation must be sent through the application:

<https://aplicaciones.UC3M.es/convoca/sol/login.do?env=RRHH>

#### **I.5. MONITORING AND SUPERVISION**

Grant supervisors shall be appointed, who will be Doctors of the Universidad Carlos III de Madrid. Their main function will be to supervise that the training project of the recipients is carried out correctly. To do this, the recipients must send bimonthly reports of their activity in accordance with the model published on the Call website. The absence or negative assessment of two consecutive reports will lead to non-compliance with the established obligations (see section 9 of the call).

#### **I.6. TEACHING DEDICATION**

The recipients of these grants who undertake to complete their stay at the Universidad Carlos III de Madrid will collaborate in teaching tasks in the department up to a maximum of 60 hours per academic year.

#### **I.7. insurance**

Those recipients who undertake to do their stay in Spain, will be covered by the General Social Security Regime in the terms established in the regulations currently in force.

If the recipients undertake their stay in a foreign country, the payment of travel expenses (section I.2.c) shall include the formalization, by the recipient, of an international mobility insurance policy for the period of the same. This may be found at the <http://oncampus.es/> address. The policy will not be extended to the recipient's relatives. The coverage provided by this insurance policy will last only and exclusively for the period for which the stay was awarded.

The University will provide the recipients with all the information relative to this insurance policy during the period of acceptance of the grant.

In those cases in which the host centre requires higher coverage than that contracted by the University or if the researcher takes out a policy with certain conditions, by requirement of the regulations of the receiving centre, the corresponding extra cost must be met by the recipient.

#### **I.8. RIGHTS OF RECIPIENTS**

Recipients will:

1. Receive the amount corresponding in the manner established in point I.2 of this call.
2. Benefit from the intellectual and industrial property rights that correspond to them and that derive from their research activity, according to the legislation and regulations in force.
3. Those recipients who undertake to complete their stay in Spain may:
  - a) Obtain the necessary collaboration and support from the University to be able to carry out their research work normally.
  - b) Use the services offered by the University and participate in all its activities in accordance with internal regulations.
  - c) Be entitled to the same rights and social advantages enjoyed by the academic staff of the university.

#### **I.9. OBLIGATIONS OF RECIPIENTS**

Recipients must:

1. Comply with the general principles and requirements according to the European Charter and Code (C&C)
2. Justify, within the assigned time limit and in the established manner, the posting and incorporation into the destination institution. The University will provide the recipients with all the information relating to this justification during the period of acceptance of the grant.
3. Undertake the stays continuously, without interruptions, which must end before December 31, 2024.
4. Apply for and obtain, if necessary, the corresponding visas or residence permits in the countries of destination, in accordance with current legislation.
5. Be in possession of the insurance that is necessary according to the destination as specified in section I.7.
6. Submit reports and justifications in form and on time.

7. State, in any advertising or publication, the provisions of article 11 of Royal Decree 289/2021, of April 20, in addition to their affiliation to the Universidad Carlos III de Madrid and, if applicable, the Department to which they are attached.
8. Request authorization for any short visit or stay they make to other institutions, whether this occurs during the contract period or during the grant term. This authorization must be processed in accordance with the travel regulations in force at the Universidad Carlos III de Madrid.

#### **I.10. OBLIGATIONS OF THE UNIVERSITY**

The University must:

1. Comply with the Principles and requirements applicable to employers and funders according to the European Charter and Code.
2. Act responsibly and respectably, within a framework of Fair conditions for researchers with the clear intention of contributing to improvements in the European Research Area.
3. Ensure the proper development of the activity.
4. Formalize the grant, in accordance with the provisions of section I.2 of this call.
5. Request and obtain, if necessary, the corresponding work permits, to allow the training stay to be carried out when work contracts are formalized with the Universidad Carlos III de Madrid, in accordance with current legislation.
6. Make available to the recipients the facilities and material means necessary for the normal carrying out of their work, as well as guaranteeing them entitlement to the rights and benefits enjoyed by staff of similar categories.
7. The award of the stay and the corresponding grant does not determine any further commitment on the part of the University for the subsequent incorporation of the successful recipient to its staff.

### **ANNEX II**

#### **GRANT FOR THE REQUALIFICATION OF PERMANENT LECTURERS OR CONTRACT TEACHERS**

##### **II.1. PURPOSE OF THE GRANT**

The purpose of these grants is to offer university lecturers, hired doctors or assistant doctors, training stays in Spanish universities or public research centres, or in foreign universities or research centres, public or private, other than the Universidad Carlos III de Madrid. For this, a minimum of 10 grants are offered.

Of the total number of places called, one place is reserved to be filled by a person with a recognised disability equal to or greater than 33 percent. If this grant were to go unawarded, it would be added to the remainder of the grants of this kind.

## II.2. CHARACTERISTICS OF THE GRANT

The grant shall be for a **term** of:

- A. **One year** for permanent university lecturers and contracted doctors.
- B. **Two years** for assistant doctors.

and shall be structured as follows:

- A. Full University Lecturers and Contracted Doctors. A **training stay** away from the Universidad Carlos III de Madrid shall be granted to the selected destination. They will continue to be attached to the Department of the Universidad Carlos III de Madrid to which they were attached at the time of the granting of the stay.
- B. Assistant doctors. The contract will be suspended, and the following will be formalized:
  - i. An **employment access contract in accordance with the law on Science, Technology and Innovation** during the period in which the recipient will undertake the training stay. Their post will be maintained, without loss of seniority.
  - ii. The granting of a **training stay** to go to the selected destination.
  - iii. They will continue to be attached to the Department of the Universidad Carlos III de Madrid to which they were attached at the time of the suspension of the contract.

The amount of the grant will be equivalent to:

1. The current salary plus an additional mobility allowance of between 20% and 70% of the gross salary, depending on the country of posting. If the stay is at a Spanish university or public research centre, this bonus will be 20%.  
In addition, the recipient may be entitled to receive the variable remuneration supplement linked to individual merit if the requirements are fulfilled.
2. A lump sum payment of a maximum of €3,500 for travel expenses and health care insurance costs abroad, including accidents and repatriation. This payment will depend on the destination chosen, being lower if it is in Spain than if it is abroad.

The stay must generally be carried out continuously but, for university lecturers and contracted doctors, it will be possible to propose stays in periods exceeding four months and that the sum of them be equivalent to the total period established.

In any case, the stays must end **before December 31, 2024**.

The grant awarded shall be incompatible with any other grant, income, or resources for the same purpose from public or private administrations or entities, be they national, European Union or international organizations.

### **II.3. REQUIREMENTS TO BE MET BY CANDIDATES**

Applicants for grants must:

Be members of the teaching staff of the University Carlos III of Madrid, who are holding positions as **Associate Professor, Contracted Lecturer, holder of a Ph.D or Ph.D Assistant Professor** at the deadline for the submission of applications.

Apply for incorporation into Spanish public universities or research centres, or into foreign public or private universities or research centres, other than the Universidad Carlos III de Madrid.

The permanent university lecturers contracted doctors **must not exceed ten years of service**, in each of these positions.

### **II.4. APPLICATION AND DEADLINE FOR SUBMISSION**

Candidates must submit their applications to the Universidad Carlos III de Madrid.

The documentation that must accompany the applications, in Spanish, will be the following:

1. Abbreviated Curriculum Vitae in English and/or Spanish. For the drafting of the Curriculum Vitae, a standardized model will be provided on the website of this Call.
2. Scientific-technical background of the host group in Spanish and/or English of the last five years. It must include pre- and postdoctoral training capacity of research team they have joined in each of the destinations, as well as those activities or training programs that are developed within them
3. Training Project Report in English and /or Spanish that includes the following aspects: motivation for the stay, objectives of the stay, activities to be carried out during the stay and a work plan, the foreseeable impact of the stay on the progress of the candidate's teaching and research career. A standardized model will be provided on the website of this call (the report must be a maximum of four pages or 3000 words).
4. Document of acceptance of the stay of the host centre.
5. Assessment report from the Department to which the applicant is attached at the Universidad Carlos III de Madrid, and on the basis of which, the Selection Committee may refuse the stay.

The deadline for submitting applications will be, from the day following the publication of this call in the Official Gazette of the Universidad Carlos III de Madrid, until September 7 at 23:59 CET.

The application and the required documentation must be sent through the application:

<https://aplicaciones.UC3M.es/convoca/sol/login.do?env=RRHH>

## **II.5. MONITORING AND SUPERVISION**

Grant supervisors will be appointed who will be Doctors of the Universidad Carlos III de Madrid.

Their main function will be to supervise the recipients of a grant.

Recipients must send quarterly reports of their activity. The absence or negative assessment of two reports will lead to non-compliance with the obligations laid down (see section 9 of the call).

## **II.6. INSURANCE**

If the recipients undertake their stay in a foreign country, for cases and situations not covered by the general travel insurance policy of the Universidad Carlos III de Madrid, the payment of travel expenses (section II.2.2) will include the formalization of an international mobility insurance for the period of the same at the <http://oncampus.es/> address. The insurance will not be extended to the family members of the recipient. The coverage of this insurance will last only and exclusively for the period for which the stay was awarded by the Universidad Carlos III de Madrid.

The University will provide the recipients with all the information relating to this insurance during the period of acceptance of the grant.

In those cases in which the receiving centre requires a coverage higher than that contracted by the University or that the researcher subscribes a policy with certain conditions, by requirement of the regulations of the receiving centre, the corresponding extra cost must be met by the recipient.

## **II.7. RIGHTS OF RECIPIENTS**

Recipients have the right to:

1. Receive the corresponding amount, in the form established in point II.2 of this call.
2. Benefit from the intellectual and industrial property rights that correspond to them and that derive from their research activity, according to the legislation and regulations in force.
3. Obtain the necessary collaboration and support from the University to be able to develop research work normally.
4. Use the services offered by the University and participate in all its activities in accordance with internal regulations.
5. Be entitled to the same rights and social advantages enjoyed by the academic staff of the University.

## **II.8. OBLIGATIONS OF RECIPIENTS**

Recipients must:

1. Comply with the General Principles and Requirements according to the European Charter and Code (C&C)

2. Undertake their stays as described in point II.2 of this call.
3. Apply for and obtain, if necessary, the corresponding visas or residency permits in the countries of destination, in accordance with current legislation.
4. State, in any advertising or publication, the provisions of article 11 of Royal Decree 289/2021, of April 20, in addition to their affiliation to the Universidad Carlos III de Madrid and, if applicable, the Department to which they are attached.
5. Request authorization for any short visit or stay they make to other institutions, which must be processed in accordance with the travel regulations in force at the Universidad Carlos III de Madrid.

## **II.9. OBLIGATIONS OF THE UNIVERSITY**

The University must:

1. Comply with the General Principles and Requirements applicable to employers and funders according to the European Charter and Code.
2. Act responsibly and respectably, within a framework of Fair conditions for researchers with the clear intention of contributing to improvements in the European Research Area.
3. Ensure the proper development of the activity.
4. Formalize the full-time employment contract, in accordance with section II.2 of this call.
5. Make available to the recipients the facilities and material means necessary for the normal development of their work, as well as to guaranteeing them entitlement to the rights and benefits enjoyed by staff of similar categories.
6. Contracts that are entered into do not determine any further commitment on the part of the University for the subsequent incorporation of the successful recipient to its staff.

## **ANNEX III**

### **MARÍA ZAMBRANO GRANTS FOR ATTRACTING INTERNATIONAL TALENT**

#### **III.1. PURPOSE OF THE GRANT**

The purpose of these grants is to attract teaching and research staff with accumulated postdoctoral experience in foreign universities or research centres. For this, a minimum of four grants are offered, two for the field of Biomedical Sciences and the other two for all research areas of the Departments of the Universidad Carlos III de Madrid, including Biomedical Sciences.

Of the total number of places called, one place is reserved to be filled by a person with a recognised disability equal to or greater than 33 percent. If this grant were to go unawarded, it would be added to the remainder of the grants of this kind.

### **III.2. CHARACTERISTICS OF THE GRANT**

The grants will last for **two years** and must be undertaken at the Universidad Carlos III de Madrid. The research work associated with these grants must be carried out mainly at the Universidad Carlos III de Madrid.

The formalization of the grants will be carried out by means of a distinguished researcher's contract in accordance with the Law on Science, Technology and Innovation with the Universidad Carlos III de Madrid.

All recipients who have this link will be attached to a Department of the Universidad Carlos III de Madrid.

The amount of the grant will be €90,000 gross per year. The recipients will also receive a lump sum payment of a maximum of €3,500 for travel expenses.

The stay must be undertaken continuously and completed before 31 December 2024.

The grant awarded shall be incompatible with any other grant, income, or resources for the same purpose from public or private administrations or entities, be they national, European Union or international organizations.

### **III.3. REQUIREMENTS TO BE MET BY APPLICANTS**

Candidates will be required to meet the following requirements:

- a) Be a member of teaching and research staff, of Spanish or of any other nationality, with an **accumulated postdoctoral teaching path** in universities or centres of research, either Spanish or located outside of Spain, different from that in they earned the title of doctor.

They must have more than 24 months of postdoctoral experience in an institution different from the one in which their doctoral thesis was successfully defended.

- b) At the time of making the application, they must be involved in research projects and / or teaching in universities, research centres or organizations located outside of Spain, with it being necessary to reside in the country where the university or research centre of origin is located. Ongoing research projects must be directly linked to the candidate's academic activity.
- c) Justify the impact of their incorporation on the requalification of the host university team.

#### **III.4. APPLICATION AND DEADLINE FOR SUBMISSION**

Candidates must submit their applications at the Universidad Carlos III de Madrid.

The documentation that must accompany the applications, in Spanish, will be the following:

1. Photocopy of the DNI (Spanish National Identity Document), NIE (Foreigner's Identity Number) or passport,
2. Copy of the doctoral degree or the official academic certification with express indication of the date on which the doctoral thesis was successfully defended.
3. Abbreviated Curriculum Vitae in English and/or Spanish. For the drafting of the Curriculum Vitae, a standardized model will be provided on the website of this Call.
4. Accreditation of the accumulated postdoctoral teaching path, through contracts or research grants.
5. Scientific-technical background of the host group in Spanish and/or English over the last five years. It must include the pre- and postdoctoral training capacity of each research team they have joined in each of the destinations, as well as those activities or training programs that are developed within them.
6. Report of activities to be carried out (the report must be a maximum length of four pages or 3000 words).
7. Document of acceptance of the stay by the receiving centre.

The deadline for submitting applications will be, from the day following the publication of this call in the Official Gazette of the Universidad Carlos III de Madrid, until September 7 at 23:59 CET.

The application and the required documentation must be sent through the application:

<https://aplicaciones.UC3M.es/convoca/sol/login.do?env=RRHH>

### **III.5. MONITORING AND SUPERVISION**

Grant supervisors will be appointed who will be Doctors of the Universidad Carlos III de Madrid. Their main function will be to supervise the recipients of a grant.

Recipients must submit quarterly reports of their activity. The absence or negative assessment of two consecutive reports will lead to non-compliance with the established obligations (see section 9 of the call).

### **III.6. DEDICATION AND CONDITIONS**

The recipients will collaborate in the teaching tasks of the secondment department with the hours that are determined with a maximum of 60 hours per academic year.

### **III.7. RIGHTS OF RECIPIENTS**

Recipients have the right to:

1. Receive the corresponding amount, in the form established in the point III.2 of this call.
2. Benefit from the intellectual and industrial property rights that correspond to them and that derive from their research activity, according to the legislation and regulations in force.
3. Obtain the necessary collaboration and support from the University to be able to develop research work normally.
4. Use the services offered by the University and participate in all its activities in accordance with internal regulations.
5. Be entitled to the rights and social advantages enjoyed by the academic staff of the University.

### **III.8. OBLIGATIONS OF RECIPIENTS**

Recipients must:

1. Comply with the General Principles and Requirements according to the European Charter and Code (C&C).
2. Undertake their stays continuously, with no interruptions, and end the before December 31, 2024.
3. Request and obtain, if necessary, the corresponding visas or residency permits, in accordance with current legislation.
4. State, in any advertising or publication, the provisions of article 11 of Royal Decree 289/2021, of April 20, in addition to their affiliation to the Universidad Carlos III de Madrid and, if applicable, the Department to which they are attached.
5. Request authorization for any short visit or stay they make to other institutions, which must be processed in accordance with the travel regulations in force at the Universidad Carlos III de Madrid.

### **III.9. OBLIGATIONS OF THE UNIVERSITY**

The University must:

1. Comply with the General Principles and Requirements applicable to employers and funders according to the European Charter and Code.
2. Act responsibly and respectably, within a framework of fair conditions for researchers with the clear intention of contributing to improvement in the European Research Area.
3. Ensure the proper development of the activity.
4. Formalize the full-time employment contract, in accordance with section III.2 of this call.
5. Request and obtain, if necessary, the corresponding work permits, when the employment contracts with the Universidad Carlos III de Madrid are formalized, in accordance with current legislation.
6. Make available to the recipients the facilities and material means necessary for the normal development of their work, as well as to guaranteeing them entitlement to the rights and benefits enjoyed by staff of similar categories.
7. Contracts that are entered into do not determine any further commitment on the part of the University for the subsequent incorporation of the successful recipient to its staff.