

NOTE: This document contains various corrections:

- **In section 9. APPLICATION PROCEDURE, point 3.4.** Scientific-technical report in English and/or Spanish, with a description of the R+D activities to be carried out in the three-year period justifying the candidate's motivation and suitability for incorporation into the University, specifying the title, the Department where the candidate wishes to undertake the research stay ~~and/or the host research group~~ (maximum length 4 pages, no more than 3000 words).

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- **In section 9. APPLICATION PROCEDURE, point 3.5.** Academic CV in Spanish/English referring to the last five years of the research team in which the candidate ~~has been involved~~.

It should say: Academic CV in Spanish/English referring to the last five years of the research team in which the candidate will be involved.

- **In section 10. ASSESSMENT AND SELECTION CRITERIA.** Selection of candidates will be undertaken by the Comisión Asesora de Plazas de Profesorado, based on the assessment reports drawn up by ~~a Committee~~ of independent researchers from other universities and research centers.

It should say: Selection of candidates will be undertaken by the Comisión Asesora de Plazas de Profesorado, based on the assessment reports drawn up by field committees of independent researchers from other universities and research centers.

- **In section 10. ASSESSMENT AND SELECTION CRITERIA.** To pass the assessment it is necessary to obtain 60 points, with applications receiving fewer points automatically disqualified. In addition, the individual score for each of the elements (a, b and c) must be at least 50% of the maximum score possible for each.

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CALL ANNOUNCEMENT FOR 30 THREE-YEAR FELLOWSHIPS (POSTDOCTORAL POSITIONS) AT UNIVERSIDAD CARLOS III DE MADRID

1. OBJECTIVE

The objective of this call is to foster the attraction of talent to Universidad Carlos III de Madrid (UC3M) in order to incorporate teaching and research personnel that have obtained a doctorate/PhD. from another university, within the past six years at most, regarding any of the work areas of UC3M's Departments listed in Annex I.

There are 30 postdoc positions of a 3-year duration each.

2. RECIPIENTS

Those who meet the following requirements may be recipients of these above mentioned positions:

- a) Hold a doctorate/PhD. from a university other than Universidad Carlos III de Madrid, obtained on a date subsequent to **January 1st, 2015** and before the date of the published definitive resolution of the adjudication of the Fellowship. For the purposes of this call, the date of the doctoral degree is the date on which the doctoral thesis was defended and approved, and in the case in which an applicant has defended more than one thesis, the date of the first one approved.

Periods of inactivity in research (e.g. paternity or maternity leave) will not be considered in determining research experience.

- b) Recognised ability to teach in English.
- c) The recipients cannot have had a contractual link with Universidad Carlos III de Madrid during two of the previous three years prior to the date of this call.

3. PERIOD AND LENGTH

The initial length of each Fellowship is one year, renewable for two annuities, notwithstanding the causes for its suspension established in point 15 of this call. Incorporation shall take place from 1 September 2021 and before 1 February 2022, upon execution of the corresponding employment contract.

Each Department Hiring Committee will stipulate, where appropriate, the extension of the contract set out in the previous paragraph, for which the recipient must send, one month before terminating the first year of their contract, a request for extension accompanied by a report detailing the research work carried out, results obtained, and the work plan for the following year.

4. SALARY AND PAYMENTS

The positions are executed through a full-time employment contract, with the total amount of 35,000.00 € gross annual euros. This amount will be distributed into 14 monthly payments.

5. RIGHTS OF CONTRACTED PERSONNEL

- a) To receive the corresponding amount, in the manner established in point 4 of this call.
- b) To obtain the necessary collaboration and support from the University in order to carry out the normal function of their research work.
- c) To benefit from the corresponding intellectual and industrial property rights and those deriving from their research activity, according to current legislation and regulations.
- d) To use the services that the University offers and participate in all of its activities in accordance with internal regulations.
- e) To enjoy the rights and social benefits corresponding to University academic staff.

6. OBLIGATIONS OF RECRUITED PERSONNEL

- a) To comply with the General Principles and requirements applicable to researchers according to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C).
- b) To request and attain, if necessary according to the nationality of the applicant, the corresponding residence permit to allow the applicant to work under contract, in the terms established by current legislation and for the period indicated in point 3 of this call.
- c) To comply with the University internal system and regulations, as well as those of the Department to which is affiliated to.
- d) To be incorporated full-time into the Department in the period indicated in point 3 of this call.
- e) To inform or announce, in any type of publicity or publication, their affiliation with Universidad Carlos III de Madrid and their corresponding Department.
- f) To teach the course assigned by the Department up to the maximum amount of hours equivalent to that for other contracted lecturers, holders of a PhD.
- g) To request a contract extension at the end of the first and second year, together with submitting a follow-up report, as indicated in the second paragraph of clause 3 in this call.

7. UNIVERSITY OBLIGATIONS

- a) To comply with the General Principles and requirements applicable to research employers and funders according to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C).
- b) To act in a responsible and respectable manner, within a framework of fair conditions for researchers with the clear intention to contribute to the advancement of the European Research Area.
- c) To formalise a full-time employment contract, in accordance with current regulations, for a period of one year, which may be extended annually for up to two years.
- d) To place at the disposition of the contracted personnel the necessary facilities and material means to carry out their work properly, as well as to guarantee the rights and the benefits enjoyed by personnel in a similar category.

- e) The award of the Fellowship and the fulfillment of the corresponding contract does not entail any further commitment on the part of the University after that period of three years.

8. CONTRACTED PERSONNEL INCOMPATIBILITIES

- a) The status of employee in this programme is incompatible with other contractual or statutory commitments that may detract from the exclusivity of the dedication during the Fellowship.
- b) Earnings from both teaching (courses, conferences or talks) and research activities (books or articles) may be authorized, as long as they are directly linked to the foreseen research work, and provided that they are of a sporadic and not habitual nature.

9. APPLICATION PROCEDURE

1. The period for submission of applications will finalize on **March 21, 2021**.
2. The application form is available on the Call webpage.
3. The obligatory fields in the application form must be completed and sent electronically, together with the following documents:
 - 3.1. National or Foreign National ID card or passport. Citizens who are not from the European Union who have legal residence in Spain must provide a photocopy of their Spanish Residency card.
 - 3.2. Full format Curriculum Vitae in English and/or Spanish. For the drafting of the curriculum vitae, a model will be provided on the Call webpage.
 - 3.3. A copy of the doctoral degree or official academic transcript that expressly states the date of the doctoral thesis defense and approval.
 - 3.4. Scientific-technical report in English and/or Spanish, with a description of the R+D activities to be carried out in the three-year period justifying the candidate's motivation and suitability for incorporation into the University, specifying the title, the Department where the candidate wishes to undertake the research stay ~~and/or the host research group~~ (maximum length 4 pages, no more than 3000 words).
 - 3.5. Academic CV in Spanish/English referring to the last five years of the research team in which the candidate ~~has been involved~~ **will be involved**. The research team should include the researcher staff that designs and develops candidate's research line or lines in which he or she has been involved with. The CV must also include reference to the pre-doctoral and postdoctoral training capacity of the team, as well as those training activities and programs they engage in at their center.
 - 3.6. At least one letter of reference.

Applications must be sent through the application form available on the Call webpage.

10. ASSESSMENT AND SELECTION CRITERIA

Selection of candidates will be undertaken by the Comisión Asesora de Plazas de Profesorado, based on the assessment reports drawn up by ~~a Committee~~ **field committees** of independent researchers from other universities and research centers. The Commission will act according to

the principles of Independence, transparency and objectivity as well as HR experts will assess the candidates' CV competencies and skills (selection criterion a.4).

The selection criteria to be taken into account are the following:

a) Technical-scientific curriculum of applicant: 0-65 points.

The relevance and contribution that the candidate has made in articles published in scientific journals, books or chapters of scientific and technical books, patents and licenses obtained, and in general, any other contribution that allows different aspects of the research to be assessed, including the management and transfer of scientific-technological results. (Maximum 35 points)

a.2 The teaching activity carried out by the candidate will be valued, especially teaching in English and holding a certificate with at least C1 level of English. As well as conferences, supervisory and tutoring work, national and international collaboration, administrative work. (Maximum 12 points)

a.3 Mobility, especially one of an international character, and professional background will be positively assessed (Maximum 10 points).

a.4 Each applicants level regarding the following competencies will be assessed: team or people management, networking, organization and planning, initiative, communication and social skills (maximum 8 points).

b) Scientific-technical interest and feasibility of the research activities proposed in the report: 0-25 points.

The following aspects will be assessed: originality, degree of scientific-technological innovation, relevance of the proposed research activities, foreseeable results and potential impact. The feasibility of their development at uc3m will be taken into account.

c) Quality and interest of scientific-technical CV of research group or Department where work is to be carried out: 0-10 points.

To pass the assessment it is necessary to obtain 60 points, with applications receiving fewer points automatically disqualified. In addition, the individual score for each of the elements (a, b and c) must be at least 50% of the maximum score possible for each. **The Comision Asesora will adopt the necessary measures to ensure equivalent results after the application of the scales in the different fields of knowledge.**

In the case where there are similar scores, priority will be given to the candidate:

- a) Who has obtained a PhD or has a contract at the end of this call, as an academic or researcher, at a YUFE consortium university.
- b) With a higher score obtained in the previous section a).
- c) With a higher score obtained in the previous section b).

If after application of the previous rules, a tie between applicants persists, it will be resolved by a random draw between the initially chosen candidates.

Furthermore, their selection may not exceed the maximum number of stays allocated to each department in accordance with Annex I.

11. PROVISIONAL LIST OF CANDIDATES

During March, the list of candidates accepted into the call process will be posted on the Call webpage. The provisional list of candidates, as well as those on the waiting list, will be published on the same website during the first week in July. The candidates will have a period of 5 days to present any relevant observations or claims.

12. RESOLUTION OF CALL ADJUDICATION

During July 2021, resolution with the definitive list will be issued, indicating the selected candidates and those on the waiting list. This will be published on the Call webpage.

13. ACCEPTANCE

- a) When the definitive list is published, the selected candidates will receive a letter of award notification, together with a document of acceptance.
- b) The recipient must send, in the span of 10 calendar days, counting from the day following the notification of the award, the acceptance document indicating their commitment to comply with all of the general conditions deriving from this call.
- c) In the case in which the recipient does not submit the acceptance document within the stipulated period established in the previous paragraph, it will be understood as a waiver of the award.
- d) In the case where the recipient does not hold a doctoral degree at the time of application and has not presented his or her diploma before the publication of the definitive resolution, he or she will be excluded from the final resolution, and the first candidate on the waiting list will take his or her place, and so on.

14. EXECUTION OF CONTRACT

In order to execute the employment contract, the recipient of the Fellowship must submit the following documents to the University Organization and Human Resources Service, before the foreseen date of incorporation:

- A photocopy of ID card or passport.
- A sworn official copy of the doctoral degree or the certification of thesis defense and approval.
- Photocopy of the Social Security number (in the case of not having one, the candidate must make application in any administration of the General Treasury of the Social Security).
- Bank account information.
- A wallet-size photo.
- Non-European international personnel must submit the work permit that allows the execution of an employment contract.

15. TEMPORARY CONTRACT SUSPENSION

- a) Suspensions in situations of temporary incapacity for a period equal to or more than three consecutive months for maternity/paternity, adoption or pre-adoptive custody or permanent care of minors under the age of six years, will be of a duration established by law for such cases.
- b) In accordance with current legislation, the Fellowship can be extended for the same period of time for which it was temporarily suspended for the reasons expressed in the previous section.

16. SUBSTITUTIONS

Vacancies occurring due to withdrawals among contracted research staff, by express waiver or other motives, may be filled by individuals on the waiting list, if occurring within the first three months of the incorporation of the first individual contracted.

17. DATA PROTECTION

- a) The data provided by the candidates will be collected and processed in order to manage the applications and resolve the call for applications by the Universidad Carlos III de Madrid, with the aim of managing the procedure of processing and awarding the vacancies.
- b) Those who so wish 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
- c) Additional and detailed information on UC3M's Privacy Policy can be consulted on the following web site: <https://www.uc3m.es/protecciondedatos>

Annex I

Further information about the Departments of the Universidad Carlos III de Madrid: <https://www.uc3m.es/conocenos/departamentos>

Department	Maximun number of Fellowships
Análisis Social	1
Biblioteconomía y Documentación	2
Bioingeniería e Ingeniería Aeroespacial	3
Ciencia e Ingeniería de Materiales e Ingeniería Química	3
Ciencias Sociales	3
Comunicación	4
Derecho Internacional Público, Eclesiástico y Filosofía del Derecho	1

Derecho Penal, Procesal e Historia del Derecho	2
Derecho Privado	3
Derecho Público del Estado	3
Derecho Social e Internacional Privado	1
Economía	4
Economía de la Empresa	4
Estadística	3
Física	2
Humanidades: Filosofía, Lenguaje y Literatura	2
Humanidades: Historia, Geografía y Arte	2
Informática	4
Ingeniería de Sistemas y Automática	2
Ingeniería Eléctrica	2
Ingeniería Mecánica	3
Ingeniería Telemática	3
Ingeniería Térmica y de Fluidos	3
Matemáticas	3
Mecánica de Medios Continuos y Teoría de Estructuras	2
Tecnología Electrónica	3
Teoría de la Señal y Comunicaciones	3