



Annex I

Call for the provision/hiring of five pre-doctoral researchers for the “JUNIOR” programme within the “TALENT PLUS. Building Health, Creating Value” project from the Fundació Institut d’Investigació Sanitària Illes Balears. This call is funded by the 2018 annual plan of the sustainable tourism tax.

The foundation is entrusted, among other functions, to manage the means and resources for the execution of clinical, basic and applied research programmes, technological development, and innovation in the field of healthcare.

To be able to carry out these functions, the foundation needs to temporarily incorporate five pre-doctoral researchers for the “JUNIOR” programme within the “TALENT PLUS. Building Health, Creating Value” project from the Fundació Institut d’Investigació Sanitària Illes Balears.

The aim of the TALENT PLUS project is to establish research-talent attraction programmes which will further hiring in the Fundació Institut d’Investigació Sanitària Illes Balears (IdISBa). Based on a process of competitive concurrence, the hiring process would focus on the recruitment of research and support research staff able to produce meaningful results and value in the healthcare field, within the Fundació IdISBa.

For all the reasons abovementioned, and in the exercise of the powers attributed to me by Article 28.1 of the current founding statutes, as Managing Director of the IdISBa,

I summon

The process of hiring five pre-doctoral researchers for the “JUNIOR” programme of the “TALENT PLUS. Building Health, Creating Value” project from the Fundació Institut d’Investigació Sanitària Illes Balears, in accordance with the following requirements, characteristics and selection criteria:

Requirements for the position

- To be in possession of a an undergraduate degree and a postgraduate or master's degree that gives access to a doctoral programme, as well as being in the process of admission or being enrolled in a PhD for the 2019-2020 academic year.



- To be of Spanish nationality, or of another nationality in those cases where Article 57 of the EBEP allows access to public occupation.
- To possess functional capacity for the performance of the required tasks.
- To have reached the age of sixteen and to not exceed the maximum age of compulsory retirement.
- To not have been dismissed by disciplinary proceedings from serving in any Public Administration or any constitutional or statutory bodies of the Autonomous Communities in Spain, nor be found in absolute or special disqualification for jobs or public positions by judicial resolution, regarding access to the position of clerk, nor having been disqualified, separated or disabled for exercising functions similar to those performed by staff. In case of being a national from another State, not having been disqualified in any equivalent situation, nor to have been subject to disciplinary or equivalent sanctions which prevent the applicant in their State, and in the same terms, to access to public employment.
- To not have worked under a pre-doctoral contract for more than twelve months, prior to the submission of this application.
- To have the mutual commitment agreement signed by all parties, in accordance with the model established in the Annex III of the present call. Only one single commitment agreement by the candidate and research group will be accepted.
- Those already with a PhD, either from a Spanish or foreign university, cannot participate.
- Completed self-assessment form (Annex IV of the present call).
- Those who do not comply with all the above requirements will not be assessed.

Selection procedure

Evaluation of merits accredited by applicants will take place according to the following scale.

Scale of merits and evaluation

Academic excellence along with research career will be taken into consideration. Projects focused on the healthcare issues in the Balearic Islands with new lines of research, along with projects with an already consolidated line of research that still need reinforcement will also be taken into consideration.

Evaluation will take place according to the following criteria and scale:



1. Academic Background

Maximum points: 4.5

- Average score, based on a scale of ten, of the academic record of the degree that gives access to the PhD programme (master not included). The calculations will follow the criteria present in the Spanish Royal Decree 1125/2003, of 5 September. (Maximum 4 points. For the calculation, the average score will be divided by 2.5)
- Additional finished Degree or Master, apart from the one that gives access to the PhD programme. (Maximum points: 0.5; 0.25 each)
- Honours Graduates. (0.10 points)
- Accomplishment of any “Formación Sanitaria Especializada (specialised health care training)” programme. (0.50 points)

2. Research Experience

Maximum points: 3

- Publication of research articles (maximum 2.5 points):
 - Indexed in the first decile of the Journal Citation Report (JCR):
 - as first signatory: 1 point.
 - as signer in another order: 0.3 points.
 - Indexed in the Journal Citation Report (JCR) different from the previous point, books and book chapters, protocols, guides or technical reports with ISBN or ISSN.
 - as first signatory: 0.5 points.
 - as signer in another order: 0.15 points.
- Participation in research projects funded by means of competitive calls, either national or international (maximum points: 0.50; 0.25 each).
- Participation in conferences and other scientific meetings, either national or international, by means of presentation, principal speaker or principal author of a scientific poster (maximum points: 0.50; 0.10 each).

3. Other Merits

Maximum points: 0.30

- Participation in science outreach activities: 0.1 points per activity.
- Participation in patent measures or other results-protection measures: 0.1 points per measure.
- Academic awards and other honours: 0.1 per award or honour.

4. Knowledge of Languages

Maximum points: 0.20

- Certified B2 Level of Catalan, English or other languages: 0.10 points per certificate.



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- Certified C1 Level or superior of Catalan, English or other languages: 0.20 points.



5. Evaluation of the research project proposed for the PhD

Maximum points: 2

Written report of the health research project proposed for the PhD. The paper should not exceed 5 pages in Microsoft Word and should be written in Arial Font Size 11 with single line spacing. The paper size should be DIN A4 and should be single-sided printed. The quality and viability of the health research project will be taken into account following the next criteria:

- Scientific quality of the proposal: maximum 1 point.
- Adaptation to the lines of research and scientific areas of the centre: maximum 0.5 points. This criterion will be fulfilled in the cases in which the proposed thesis director is an emerging researcher or a researcher from the Health National System.
- Viability and opportunity: maximum 0.5 points.

Functions:

Project: TALENT PLUS JUNIOR PROGRAMME

- Development of research programmes specific to the area of the candidate researcher, leading to their doctoral thesis, and joining research groups of the IdISBa.
- Enhancement of existing research lines.
- Carrying out and promoting publications of national and international impact.
- Generation and transferring knowledge with an impact on the population health and the health system.

Accreditation of requirements and merits

- Presentation of formal qualifications related to the job position offered.
- CV with, at least, the next information:
 - Publications, the order number as signatory, the reference of decile and quartile, and its indexing to the JCR.
 - Research projects, the call and funding entity, and type of participation.
 - Congresses and other scientific meetings, and type of participation.
- Official documents proving the authenticity of the provided merits.
- Document proving the enrolment, admission or preadmission in a PhD programme. This should be issued by the responsible unit for the programme or the Doctoral or Postgraduate School.
- Academic record of the studies that give access to the PhD programme. This should include: seal of the entity and signature of the person in charge, date of completion of the studies, every subject of the programme and the respective qualifications and



dates of completion. Alternatively, the document shall be equally valid if it is certified by means of electronic signature or a verification system, instead of seal and signature. All qualifications should be expressed in a scale from 0 to 10.

- In cases of studies made abroad, it is mandatory to present the Spanish “Declaración de equivalencia de nota media” from the ANECA (Agencia Nacional de Evaluación de la Calidad y Acreditación) along with the original academic record or a certified copy. The academic certificate should also be provided with an official Spanish translation.
- To certificate the “Formación Sanitaria Especializada (specialised health care training)” programme, it is mandatory to present: the certificate, either the official or a copy, or a supporting application. In cases of specialties made abroad, it is mandatory to present a valid accreditation or recognition document.

Exclusion clauses

Late submission of the application; failing to meet the requirements.

Submission of applications

Applications can be submitted at the registry office and at the electronic registry system of the foundation, or in any other way foreseen in article 16.4 of Law 39/2015, of October 1, of the Common Administrative Procedure of Public Administrations.

If the application is registered at a registry office different from IdISBa’s, the candidate will have to send the application through email (idisba.rrhh@ssib.es) with the registry stamp within the 24 hours following the registration. Likewise, if the application is sent through certified mail, an email with the application form stamped by the post office attached must be sent in order to be certain the application has been made before the deadline.

Correction of deficiencies

In case the assessment board observes any missing documentation, it will inform the applicant and grant 3 working days to correct the deficiencies.

Reservation of posts in favour of the disabled

There normally is a reserve of 7% of workplaces for the disabled within the IdISBa, according to Law 7/2007 of the EBEP. However, this post in particular does not have such percentage reserved for the disabled.

Type of contract

Pre-doctoral contract for 1 year; renewable up to 4 years.



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Remuneration

€20.600,00 gross per year in 12 payments.

Qualifying Assessment Board

- Miquel Fiol Sala, Scientific Director of the IdISBa.
- Three members of the Internal Scientific Committee of the IdISBa.
- Human resources technician of the IdISBa, acting as the Board's Secretary.

The assessment board may declare, after detailed opinion, the call cancelled due to the inadequacy of the candidates.

Deadline for the handing in of applications

20 working days from the day following the date of publication of this call.

Appeals

The Spanish Labour Courts are the competent authority to resolve disputes arising from the present requirements set out for this call, in accordance with Law 36/2011, of October 10, regulating the social jurisdiction, without it being possible to file another administrative appeal or any prior claim to the judicial social way.

3 May, 2019

David Martínez Bestard

Managing Director of the Fundació Institut d'Investigació Sanitària Illes Balears



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Annex II

REGISTRATION FORM FOR THE POST OFFERED FOR _____

Name:

Surname:

ID number:

Address:

Contact telephone number:

Email:

I request to be accepted for the job offer

I attach the following supporting documentation of the alleged merits and requirements:

- 1.-
- 2.-
- 3.-
- 4.-
- 5.-
- 6.-

Mr. Managing Director of the IdISBa



Annex III

COMMITMENT AGREEMENT – “TALENT PLUS JUNIOR” PROGRAMME

General rules:

- 1) For due presentation of a candidate, it is essential to be constituted as a research group within the IdISBa on a date prior to the beginning of this call.
- 2) A candidate can submit only a single commitment agreement.
The signing of this agreement rules the candidate out of submitting the commitment agreement for the “TALENT PLUS TECH” call.
- 3) By signing this agreement, the candidate is committed to enrol in a PhD programme for the academic course 2019/2020, if he or she is selected for this call.
- 4) A research group can submit just a single commitment agreement.
- 5) Those research groups that had not been previously selected to take in a candidate (in the RADIX, FOLIUM, or “Stop Fuga de Cerebros” calls) will have an additional 0.5 points added to their candidate.
- 6) The research group must have a public or private, national or international, competitive research project by the time the application is submitted. The duration of the project should be of, at least, two years. (Except for autonomic and intramural projects)
- 7) In the events of a research group submitting an additional commitment agreement (apart from this one) for the “TALENT PLUS TECH” call, the research group must prove they have a second research project that complies with the conditions previously stated in Point 6.
- 8) Failure to comply with any of the rules above described will mean the immediate exclusion from the selection process for both the candidate and the research group.

CANDIDATE’S PERSONAL DATA

Name:

Surname:

ID:



Phone number:

Email:

RESEARCH GROUP'S DATA

Group name:

Person responsible for the group:

Thesis Director for the research candidate:

Doctoral thesis project's title of the research candidate:

Research area:

Active research projects:

Call	Project Code	Funding Entity	Start Date of the Project	End Date of the Project

In accordance with the regulations described,

The candidate accepts to go through the selective process by signing the present commitment agreement with the referred research group.

The research group and, particularly, the person responsible for the group, agrees to accept the candidate in the event that he or she results selected in this process. The researcher assigned as Thesis Director assumes this role and responsibility.

Both the candidate and the person responsible for the group (on behalf of the group) accept the commitments stated on this commitment agreement.

And, in proof of conformity:

Candidate's signature	Thesis Director's signature	Person responsible for the research group's signature
Name:	Name:	Name:
Date:	Date:	Date:



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Annex IV

SELF-EVALUATION OF MERITS

	SELF-EVALUATION	BOARD'S EVALUATION
Selection Process:		
Name and Surname:		
1. Academic Record Maximum Points: 4.5		
<ul style="list-style-type: none">Average score, based on a scale of ten, of the academic record of the degree that gives access to the PhD programme (master not included). The calculations will follow the criteria present in the Spanish Royal Decree 1125/2003, of 5 September. (Maximum 4 points. For the calculation, the average score will be divided by 2.5.)		
<ul style="list-style-type: none">Additional finished Degree or Master, apart from the one that gives access to the PhD programme. (Maximum points: 0.5; 0.25 each)		
<ul style="list-style-type: none">Honours Graduates. (0.10 points)		
<ul style="list-style-type: none">Accomplishment of any "Formación Sanitaria Especializada (specialised health care training)" programme. (0.50 points)		
2. Research Experience Maximum Points: 3		
<ul style="list-style-type: none">Publication of research articles (maximum 2.5 points):		



<ul style="list-style-type: none">○ Indexed in the first decile of the Journal Citation Report (JCR):		
<ul style="list-style-type: none">- as first signatory: 1 point.		
<ul style="list-style-type: none">- as signer in another order: 0.3 points.		
<ul style="list-style-type: none">○ Indexed in the Journal Citation Report (JCR) different from the previous point, books and book chapters, protocols, guides or technical reports with ISBN or ISSN:		
<ul style="list-style-type: none">- as first signatory: 0.5 points.		
<ul style="list-style-type: none">- as signer in another order: 0.15 points.		
<ul style="list-style-type: none">● Participation in research projects funded by means of competitive calls, either national or international. (Maximum points: 0.50; 0.25 each)		
<ul style="list-style-type: none">● Participation in conferences and other scientific meetings, either national or international, by means of presentation, principal speaker or principal author of a scientific poster. (Maximum points: 0.50; 0.10 each)		
3. Other Merits Maximum Points: 0.30		
<ul style="list-style-type: none">● Participation in scientific dissemination activities: 0.1 points per activity.		
<ul style="list-style-type: none">● Participation in patent measures or other results-protection measures: 0.1 points per measure.		
<ul style="list-style-type: none">● Academic awards and other honours: 0.1 per award or honour.		
4. Knowledge of Languages Maximum Points: 0.20		
<ul style="list-style-type: none">● Certified B2 Level of Catalan, English or other languages: 0.10 points per certificate.		



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• Certified C1 Level or superior of Catalan, English or other languages: 0.20 points.		
TOTAL		