

UNIVERSITY OF VIGO PROGRAMME TO ATTRACT LEADING RESEARCH TALENT

2016 CALL

The University of Vigo has extensively proved its clear commitment with excellence in all the aspects of its activity, in particular with regard to the promotion of research and knowledge transfer in every field. The progress of any institution in this aspect requires, in order to obtain a leading role as well as national and international recognition, implementing adequate strategies to recruit and retain research talent. There are clear examples, both national and foreign, of successful R+D+I structures which have developed ambitious programmes for recruiting research staff of a very high profile and international recognition. Such programmes are essential for achieving and maintaining a leading position.

Over the last few years, the University of Vigo has supported and implemented programmes focusing on attracting research personnel and on consolidating their activity within the framework of the research lines developed at the University. These programmes were designed with the main objective of complementing and allowing the continuation of those promoted by the regional or national public administrations. Aware of the significance of carrying out specific actions for attracting very high standard research personnel, distinguished not only for their excellence and scientific leadership, but also for the impact of their research and the international recognition within the best in their research field, in 2015 we carried out the first call of the *University of Vigo Programme to Attract Leading Research Talent*.

This programme aims to facilitate the incorporation to our University of very high profile research personnel of any field of knowledge. The incorporation of these staff would boost the quality of R+D+I results as well as the international leadership of the institution.

The proposed action is based on the Spanish Act 14/2011 (1st June) for Science, Technology and Innovation, which establishes that public research organizations, such as the University of Vigo, will be able to recruit research personnel on a contract basis in the form of the contractual arrangements established in articles 21, 22 and 23 or any other temporary arrangement which better suits the performance of specific scientific and technical research projects.

1. Objective

The main aim of this call is to perform a recruitment procedure for hiring PhD researchers of a very high profile, distinguished not only for their excellence and scientific leadership, but also for the impact of their research and the international recognition within the best in their research field as temporary personnel in the “*personal laboral*¹” category. .

2. Number and features of the contracts

The programme initially offers two contracts of five years of duration as full time temporary “*personal laboral*¹” in the form of the contractual arrangements of distinguished researcher provided for in article 23 of Spanish Act 14/2011 (1st June) for Science, Technology and Innovation. Depending on the success of this call and the availability of budget resources, the number of contracts offered may be increased.

The calculation of the contract duration will be interrupted during situations such as temporary inability to work, risk during pregnancy, maternity leave, adoption or fostering, risk during breastfeeding and paternity leave.

¹ “*Personal laboral*” refers to the workers collective of the Spanish Public Administration that are neither civil servants nor statutory personnel

Annual gross wages will be fixed according to the academic level of the person hired, and in accordance with the pay scale for university teachers. An additional variable pay and/or wages increase during the contract may be agreed upon depending upon the achievement of objectives and a positive assessment of the activities performed. Apart from the salary, an economic allocation could be stipulated for the operational costs of the proposed research line.

After the first 5 years, the contract may be renewed for additional 5 year periods, as long as the evaluation process is successfully overcome.

3. Financing

The programme will be financed under the budget line 0000 131H TAL for each financial year, depending on the availability of budget resources of the University of Vigo.

4. Requirements for applicants

In order to be considered in the recruitment procedure candidates must:

- a. Hold the title of doctor
- b. Have at least three years of international research experience at pre and/or post-doctoral level
- c. Not have a contractual relationship with the University of Vigo at the time of the publication of this call for applications, nor during the previous 12 months.

Only very strong candidates with an outstanding international research career and excellent leadership ability will be considered. Female applicants are especially encouraged to apply.

The recruited research personnel should substantially contribute to the development of their research areas and make strong contributions to the R+D+I results of the University of Vigo. If possible, this research staff may be lead strategic research lines or actions.

The following merits are shown as an example of the very high academic profile required:

- Being included in the Highly Cited Researcher List published by Thomson Reuters in 2015 in any scientific field (<http://highlycited.com>)
- Having published research articles in scientific journals such as *Nature*, *Science* or similar in the last five years.
- Having been a recipient or finalist of an European Research Council (ERC) Starting Grant, Consolidator Grant or Advanced Grant
- Having a scientific production appropriate for the level of their research field, and with such an impact that a significant proportion of this scientific production is located in the upper 10% for number of citations in their field.

5. Evaluation and selection

The selection will be made by a committee appointed by the rector, and made up by the Vice-rector for Research and Technology Transfer, who will chair the committee, and four researchers of the University and Vigo, from different areas of knowledge and recognized standing. The Committee could rely on the advice of external research experts at any stage of the process.

The Selection Committee will undertake an initial review of the applications received. The Committee will assess if the candidate fulfils the requirements of outstanding research career, excellent leadership ability and also the feasibility of developing their research line at the University of Vigo. If these requirements are fulfilled, the following will be the next stages in the evaluation process:

a. External peer review

The Selection Committee will appoint a minimum of two researchers of very high profile and international prominence in the field of activity of each candidate, for them to evaluate the CV and the suggested research line. These researchers will be external to the Galician R+D+I system. The external evaluation panels will be constituted by researchers of equal or higher level to that required of the candidates. The evaluation reports produced will be motivated and will receive a numerical score.

Publications, with special attention to their impact and quality, participation in projects, project coordination, or/and international collaboration will be taken into account when evaluating the candidates' CV.

The feasibility of developing the suggested research line at the University of Vigo and its correspondence with the institution strategic lines will be taken into consideration when evaluating the research line. The potential impact of the research line will also be considered, not only in terms of producing outcomes but also in terms of the possible influence in the scientific policy and the current practices.

Once the external evaluation reports have been received, the Selection Committee will establish whether the candidate passes the first stage of the evaluation process, and thus continues to the next stage.

b. Interview

Those candidates who pass the external peer review evaluation stage will be interviewed - in person or via videoconference- by the Selection Committee. Candidates may be asked to make a brief public description of their professional career and research line. Technical aspects related to the candidates' research career, their general competences and abilities, as well as suitability of the suggested research line will be tackled during the interview. During this stage of the interview, the Committee may rely on support from external researchers with expertise on the required fields of knowledge. They will be experts of recognized repute and external to the University of Vigo.

The result of the interview will be reflected in a motivated report and will receive a numerical score.

The Selection Committee will establish whether the candidates go beyond the second stage of the evaluation process. If they do, the contractual conditions will be negotiated with the successful applicants.

The results of each stage of the process will be communicated to the candidates by email. The Selection Committee will ensure equal opportunities and non-discrimination based on gender, age, nationality, race or any other kind of discrimination.

6. Recruitment and monitoring

Successful applicants will be convened in order to sign a contract as distinguished researcher based on article 23 of the Spanish Act 14/2011 (1st June) for Science, Technology and Innovation, with the features agreed.

The performance of the hired researchers will be assessed at the end of the first three years following the signature of the contract. The assessment will be made by very high profile international researchers appointed by the Selection Committee. These experts will be relevant professionals in the domain of the hired researcher. The evaluation will take into account the scientific production and the research activity developed during the period. A positive evaluation may entail a wage increase. In the case of a negative evaluation, which will be motivated, the contract will be ended.

After the first 5 years, the contract may be renewed for additional 5 year periods, as long as the evaluation of the professional performance during the period is successfully overcome. This evaluation process will be carried out in the same way as the midterm evaluation described in the previous paragraph.

7. Submission of applications and procedure

The call for applications will be published in the website and the registry of the University of Vigo. Additionally, it will be disseminated nationally and internationally through the main scientific publications and information networks.

Applications must be submitted by email to the address vicinv@uvigo.es, with the following documents attached:

- Application form: filled in English in accordance with the annex. It will include personal and professional details, a list of the five most relevant publications, a one-line summary of the research line to be developed at the University of Vigo (2,000 characters maximum), and a statement of motivation (3,000 characters maximum).
- Applicant's CV in English in a single pdf file (maximum 15 pages and up to 4 Mb in size).
- Contact details of 4 referees.
- Two to four reference letters in English (pdf format or doc format). They can be written by the referees mentioned in the previous paragraph or by others.

An acknowledgement of receipt will be sent by email to the applicants, proving that the application has been submitted.

Sending supporting documents for proving the merits indicated in the CV when submitting the application is not required. If necessary, the Selection Committee may ask the candidate –at any stage of the evaluation and selection procedure- to submit any additional documentation required for properly assessing the application and the compliance with the requirements.

Applications submission will be open from the day following the approval of this call for applications up until 31st December 2016. The deadline could be extended beyond that date, in the event of not having granted all the contracts offered and having availability of budget

resources. In case any applications exist, the Selection Committee will act at least once every quarter.