

## UNIVERSITY OF VIGO PROGRAMME TO ATTRACT RESEARCHERS BENEFICIARY OF THE EUROPEAN RESEARCH COUNCIL (ERC) CALLS

### 2016 CALL

An essential factor for the progress of research institutions towards excellence and national and international recognition lies in promoting the right strategies for recruiting and retaining research talent, as well as for developing ambitious R+D+I projects with a high potential for success. The University of Vigo has supported and implemented various programmes targeted to attracting research personnel and consolidating their activity within the research lines carried out in the University. Some of these programmes complement and allow the continuation of those promoted by the regional or national public administrations, while others present specific actions for attracting research personnel 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.

The European Research Council (ERC), through the Starting Grants (StG), Consolidator Grants (CoG), and Advanced Grants (AdG), aims to support the career of excellent researchers with a very promising scientific and professional career through pioneering research projects which could open new roads of action and represent a qualitative leap in their respective fields of research. The level of the requirements in the selection of ERC programmes is exceedingly high, and the evaluation processes in use are internationally recognised.

Keeping in mind the quality and high level of demand in the evaluation process used by the ERC, attracting research personnel beneficiary of their programmes (StG, CoG, or AdG) has become one of the main strategies for recruiting excellent research personnel with a high potential for development. Attracting this type of research personnel requires using agile and competitive tools, able to fill the gap of other regional or national initiatives still not implemented, or to complement them, should they exist.

In 2015, the first call of the *University of Vigo Programme to Attract Researchers Beneficiary of the European Research Council* was carried out. The objective of this programme is precisely to facilitate the incorporation to the University of very high profile research personnel, of any field of knowledge, and specifically beneficiaries of ERC programmes, as a complementary tool to the more general *University of Vigo Programme to Attract Leading Research Talent*. The University of Vigo thus advances in its commitment with excellence and with the promotion of research and knowledge transfer in all fields.

#### 1. Objective

The aim of this call is to perform a recruitment procedure for hiring PhD researchers beneficiary of an ERC Starting Grant, Consolidator Grant, or Advanced Grant as temporary personnel in the “personal laboral<sup>1</sup>” 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<sup>1</sup>” 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

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

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.

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 results 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. Be a beneficiary of a European Research Council (ERC) Grant (Starting Grant, Consolidator Grant, or Advanced Grant)

### **5. Evaluation and selection**

The selection will be made by the Research Committee (Comisión de Investigación) of the University of Vigo, delegate of the Governing Board. The Committee shall verify the compliance with the requirements and assess the actual viability of developing the proposed research line within the University of Vigo. The Committee shall issue a motivated report encouraging or advising against the recruitment of the candidates, while prioritising the proposals for hiring, in case there are multiple applications.

The Committee will at all times ensure equality of 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 Research Committee of the University of Vigo. 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](mailto: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 and a summary of the research line to be developed at the University of Vigo (2,000 characters maximum).
- Applicant's CV in English in a single pdf file (maximum 15 pages and up to 4 Mb in size).

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 Research Committee may ask the researcher 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 31<sup>st</sup> 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.