

**UNIVERSITY-SPECIFIC RESEARCH PLAN 2019-2020 OF UCAM  
HUMAN RESOURCES EMPOWERMENT PROGRAMME**

**POSTDOCTORAL CONTRACTS TO ACCESS THE SPANISH SYSTEM FOR  
SCIENCE, TECHNOLOGY AND INNOVATION**

The training and progressive incorporation to the University faculty of personnel that is fully dedicated to research turns out to be an essential condition for the development of the capacities in scientific, technical and humanistic studies of our University.

The attainment of the doctoral degree marks the end of the education stage for the research personnel, and hereafter the postdoctoral stage begins. During this latter stage, the initial phase is oriented to the mastery and professional specialization of the research staff and it is developed through mobility processes or temporary hiring.

With these postdoctoral contracts (work contracts to access the Spanish System of Science, Technology and Innovation, in compliance with Article 22 of the Law on Science, Technology and Innovation), UCAM intends to incorporate to its research groups young doctors who, having proven an excellent scientific qualification, wish to continue their teaching and research training.

**TERMS**

**FIRST.** -*Aim of the call*

The purpose of this call is to regulate the terms for the award of postdoctoral contracts which are intended to deepen the teaching and research training of young scientists, within the departments of UCAM - Universidad Católica San Antonio de Murcia, whose ownership, governance, management and administration corresponds to Fundación San Antonio (UCAM), according to its statutes published on November 13th, 2007 in the Official Gazette of the Region of Murcia in Decree n. 350/2007 of November 9th.

The work to be performed will primarily consist of the development of research work oriented towards obtaining a high level of professional expertise, leading to their consolidation as researchers.

The hired researcher will propose the implementation of new research lines with international outreach and the development of original projects with a strong innovative potential. The hired researchers will have the ability to set up synergies with the well-established and scientifically productive current lines of research of UCAM, as well as to foster the relationships with other research groups at an international level and the

participation in European projects, or the collaboration with businesses both at a national and at an international level.

**SECOND.** -*Areas of interest*

Applicants should suggest the creation of new lines of research in the areas of economics and business, health, sport and food, as well as in some cross-sectional areas such as IT or Telecommunications, related to the above. The following areas are of particular strategic interest:

- a) Biotechnology
- b) Bioinformatics
- c) Biomedicine
- d) Pharmacy

**THIRD.** -*Application Centre*

The hired persons will develop their work at UCAM or at the centres that signed an agreement with it, following the guidelines set by the Vice-chancellorship for Research.

**FOURTH.** -*Recipients*

These grants can be requested by the doctors who meet the following conditions on the closing date of this call:

- a) To have obtained the PhD during the last 15 years. For the purposes of this call, the date on which the PhD was issued will be considered as the date on which the reading and approval of the doctoral thesis took place. The degrees obtained abroad must be homologated by the closing date of the call.
- b) To provide evidence of quality research activity, coherent with the [research areas of UCAM](#).
- c) To have carried out a part of the postdoctoral research outside from Spain.

**FIFTH.** -*Features of the contracts*

- a) *Duration and Structure.*

Work contracts to access the Spanish System of Science, Technology and Innovation, as regulated in Law 14/2011, dated June 2nd (BOE 2/6/2011), on Science, Technology and Innovation, will last 12 months from the date of incorporation, and they may be renewed for a similar period up to a maximum of five years, depending on the evaluation of the scientific performance of the PhD and on the budgetary resources of this programme.

Situations of temporary disability, risky pregnancies, maternity, adoption or foster care, risk during breastfeeding and parenting, will suspend the calculation of the duration of the contract.

b) *Remuneration*

The salary of the recruited persons will be equivalent to the one established for Researchers in the collective agreement of university education and research centres, which in 2020 is equivalent to 25.394,10 € gross per year.

c) *Dedication and incompatibilities*

The dedication will be exclusively addressed to the research works developed at the University, as a result of 37.5 weekly working hours. The beneficiaries of these contracts may take part in teaching activities up to a maximum of 80 hours/academic year. This collaboration will be certified for CV purposes of the concerned PhD.

The financed contract will be incompatible with the validity of any other employment contract of the hired research personnel and with the payment of any amount that is of a salary nature, when this prejudices the research and training purpose of the aid and/or takes place during the same hours, as well as with receiving any other aid with a similar purpose.

Notwithstanding the above, hired research personnel may receive non-wage supplements from R&D projects and contracts that do not involve a contractual relationship, as well as complementary aids to encourage the mobility of researchers, provided that these aids do not involve the formalization of employment contracts, or other aids for attending congresses, meetings or scientific conferences. In any case, the activities from which the above complements or aids derive must not undermine or interrupt the purpose of the aid.

d) *Submission deadlines*

The call will remain open until **31 August 2020**, and it will end during the month of September of the same year.

## SIXTH. - *Formalization of applications*

Applicants must send the following documents to the following e-mail address:  
<http://investigacion.ucam.edu/noticias/201920-contratos-postdoctorales-ucam-de-acceso-al-sistema-espanol-de-ciencia-tecnologia-e>

The application can be submitted both in English or in Spanish.

- a) Application form
- b) Certified personal academic certification, which includes the weighted average mark of the transcript and a copy of the PhD diploma.
- c) Summary of scientific production indicators. Number of:
  - Participation in competitive national projects.
  - Participation in competitive international projects.
  - Principal Investigator in competitive projects.
  - Thesis direction.
  - Patents.
  - Contracts with companies.
  - JCR articles.
  - JCR articles in Q1.
  - Other Articles.
  - Books and chapters.
  - Research stays.
- d) Updated curriculum vitae of the applicant. In the section dedicated to publications, the aspects that are considered as most important for assessment of their quality should be indicated for each included publication (e.g., the journal's impact index, the relative position of the journal in the listings of the corresponding fields, citations received, or other impact indicators).
- e) Description of the proposed line of research to be developed at UCAM with regard to which the researcher shows to be competent. \*
- f) Scientific-technical report of the research project that aims at developing in the field of the proposed line and work plan to be followed by the hired person during the first 3 years. Such report will be submitted and assessed in the internal call of research project 2020-2021, and it can be financed depending on its scientific-technical quality and on the availability of budgetary resources.

\* The report of the research line has a free format. The purpose is to define the new line to be implemented at UCAM, its novelty, the groups with which it could collaborate at a national and international level, the research projects carried out within its context and the derived publications.

**SEVENTH.** *-Evaluation Procedure*

Applications will be evaluated by a Technical Commission that will consider:

- a) The scientific curriculum vitae of the candidate
- b) The productivity of the line and the quality of the research project
- c) Stays in research centres different from the one where the doctoral thesis was made
- d) Adequacy to the strategic interests of the University.

The Commission may carry out personal interviews with the candidates if deemed necessary.

**EIGHTH.** *-Resolution*

Once the proposal of the Technical Committee is received, the President of UCAM will dictate a resolution granting or denying the contracts. The resolution of the call will be published on the website of the Vice-chancellorship for Research of UCAM. The Commission may create a list of substitute candidates including the applicants listed in the rank immediately next to that of the last contract awarded.

This call may result null and void if no applicant complied with the established standards.

Applicants, who are awarded with the contracts and those who have been chosen as substitute, will receive written notice of their situation. Regarding rejected applications, it will serve as communication the resolution of the call, published by the means established in the previous paragraph.

Once selected, the candidate must submit the following documents to the Vice-chancellorship for Research of UCAM:

- a) Photocopy of ID card or passport.
- b) Certified copy of Bachelor's degree (*Licenciatura, Grado*), Master's Degree (if any) and PhD diplomas.
- c) Original or certified copy of the detailed and comprehensive academic certification, showing the marks obtained and the corresponding dates.
- d) A photocopy of the first page of the publications in which the applicant participated.

The merits that are not duly accredited will not be taken into account by the Commission and the applicant may be excluded, thus deciding to hire the first substitute.

**NINTH.** *-Rights and obligations of the hired PhD's*

Applicants must accept the contract within five days following the notice. Acceptance of the contract implies acceptance of the rules of this call.

Rights:

- a) To obtain from UCAM the collaboration and the necessary support for the normal development of their research work.
- b) To be integrated into the departments where they develop their research.
- c) To participate in the calls of the university-specific Research Plan
- d)
- e) To exercise the rights of intellectual property arising from their own training work on research and in accordance with their contribution, as set out in the revised text of the Law on Intellectual Property, approved by Royal Legislative Decree 1/1996 of April 12, Law 24/2015 of July 24th on Patents.

Obligations:

- a) To join the corresponding department on the date that will be communicated by the Vice-chancellorship for Research. In exceptional cases and under justified request, the incorporation may be delayed.
- b) To accept and comply with the rules of the Centre, remaining in it and developing efficiently the established work plan.
- c) Should the applicant be receiving wages or salaries from institutions or companies, public or private, or incompatible aid or scholarships, at the time of award of this grant, a voluntary waiver must be submitted.
- d) To direct at least 3 doctoral theses per year.
- e) To submit an annual report of the duties developed during the duration of the contract, which includes all the work done and its results. If the results have been the subject of publications, reprints or copies will be attached. This report must be addressed to the Vice-chancellorship for Research 11 months after recruitment.
- f) Taking part in this competition implies that the beneficiaries of the contracts tacitly consent to the fact that the research results obtained can be used by UCAM in accordance with the terms specified by the Creative Commons Attribution-Noncommercial-No Derivative Works.

**TENTH.** *-Obligations of the organisation for the ascription of the research personnel:*

- a) To provide the necessary support and facilitate the usage of media, tools or equipment that are necessary for the normal development of their work.

- b) To ensure the adequate development of the specialization programme, without requiring in any case the development of any other activity that is not related to the development of their research or of the specific training required for it, during the course of it. However, as discussed, the research personnel undergoing training can collaborate in teaching tasks.
- c) To allow their integration into departments or institutes in which the research is being carried out.

Murcia, 01 July 2020

José Luis Mendoza Pérez  
President