

SENIORITY CALL FOR NEW TALENT - VHIR 2017

Internal Scientific Council (CCI) agreement on 20 September 2016

1. OBJECTIVE

The Vall d'Hebron Research Institute (VHIR) University Hospital Foundation carries out a one-time, open call every year to attract new research talent.

The purpose of the call is to prioritise the hiring of Tenure Track and Tenure phase researcher profiles in the same recruitment and selection process. As per the [VHIR scientific career policy](#):

- Tenure Track: Researchers demonstrating high level of independence, serving as lead researchers on competitive projects and authors of scientific output. Candidates eligible to this track will be doctors demonstrating an exceptional scientific track record and leadership skills. As stipulated by the public strategic calls in our industry, international experience in the predoctoral and/or postdoctoral period is valued favourably.
- Tenure: researchers who lead research in their area. Candidates eligible for this category will be doctors with an exceptional scientific career, excellent leadership skills and proven international experience in the pre-doctoral and/or post-doctoral period.

In both cases candidates must provide clear added value and their hiring should contribute towards VHIR's strategic objectives. Their expertise should be transferable to the maximum possible number of VHIR research areas.

The call aims at prioritising candidates presented. The number of new hires in 2017 will be a maximum of two researchers.

2. TENURE TRACK STAGE RESEARCHERS

2.1. Eligibility criteria

Eligible candidates are researchers who wish to apply for a Miguel Servet I contract or researchers who currently have a Miguel Servet contract who wish to switch centres.

2.2. Conditions:

Researchers applying for a Miguel Servet I contract who are selected must apply for a contract during the next *Instituto Carlos III* call. If the contract is awarded, the VHIR undertakes to co-finance the corresponding percentage of the grant over the subsequent five years. Joining one of the existing research groups is an essential requirement for researchers.

2.3. Evaluation process:

The evaluation criteria are as follows:

1. Candidate: maximum 90 points

Note: The evaluation criteria are based on those applied to the ISCiii's Miguel Servet I evaluation.

2.3.1. Candidate (maximum 90 points):

- a. Articles for the 2011-2016 period, indexed in the Journal Citation Report 2015 (max. 60 points). Up to ten publications selected by the candidate may be scored for special evaluation, in which he or she appears as lead author. If the candidate does not have 10 publications as lead author, he or she may include other publications (not as lead author). Original articles and a maximum of two revisions, letters or editorials will be accepted as part of the first decile. Book chapters, opinion pieces and consortiums will not be accepted.

Lead author 1D*	6
Lead author 1Q	2
Q2 Lead author	1
Lead author other Q	0.5
D1 Publication (not as lead author)	1

Q1 Publication (not as lead author)	0.5
Q2 Publication (not as lead author)	0.25
Other quartiles (not as lead author)	0.20

* lead author: signs as first, senior or corresponding author

b. Ten-point increase if the candidate is the lead author of at least one article published in high-impact journals, considering articles with over 15 impact factor points.

c. Other achievements during the 2011-2016 period (mobility, FSE, etc.): up to 20 points

Candidate's mobility after obtaining doctorate (in centres other than where he/she obtained doctorate)	20 points: excellent 12 points: very good 8 points: good 4 points: fair 0 points: poor
Correction factor (up to 10 points)	5 points: FSE 10 points: Rio Hortega Programme

To advance to the evaluation stage, the scientific output of candidates must exceed 50% of PIs under the VHIR in the past five years, which should be over 14.5 points on the basis of the same publication criteria stipulated in point 2.3.1a.

2.3.2. Research project. The following aspects will be evaluated:

- Scientific and technical quality of the project
- Transferability of results to solve health problems
- Impact of the proposal on the centre's R&D capability and National Health System

The VHIR's ad-hoc Search Committee will evaluate the scientific track record. ANEP will evaluate the research project on a qualitative basis.

2.4. Documents to be presented:

Candidates must submit the following documentation before the deadline:

1. Standard-format CV ([download](#))
2. Scientific project ([specific model for the Miguel Servet call](#))
3. Two letters of recommendation

3. TENURE STAGE RESEARCHERS

3.1. Eligibility criteria:

The call is open to researchers who have been accepted with a Miguel Servet contract at another centre, researchers with an ICREA contract, researchers with multiple affiliations and senior researchers who do not belong to any of the above categories and who meet the VHIR-specific scientific tack criteria. ([VHIR double appointment policy](#))

3.2. Conditions:

Depending on the condition and contract of Tenure stage researchers they will be assigned different benefits.

- Researchers with stable Miguel Servet contract: salary corresponding to the ISCiii call. These researchers will be subject to evaluations by the ICS every five years.
- ICREA and multiple-affiliation researchers: €45,000 per year, freely available
- Other researchers: terms to be negotiated on an individual basis based on the merits of the researcher.

All researchers who join at this stage must be evaluated every five years by the ICS, except ICREA researchers, who are evaluated by ICREA.

3.3. Evaluation process:

The evaluation criteria are as follows:

1. Candidate: maximum 90 points

3.3.1. Candidate (0-90 points):

a. Articles for the 2011-2016 period (0-60 points), indexed in the Journal Citation Report 2015. Up to ten publications selected by the candidate may be scored for special evaluation, in which he or she appears as lead author. If the candidate does not have 10 publications as lead author, he or she may include other publications (not as lead author). Original articles and a maximum of two

revisions, letters or editorials will be accepted as part of the first decile. Book chapters, opinion pieces and consortiums will not be accepted.

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D1 Publication (not as lead author)	1
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Q2 Publication (not as lead author)	0.25
Other publications (not as lead author)	0.20

* lead author: signs as senior or corresponding author

- b. Ten-point increase if the candidate is the lead author of at least one article published in high-impact journals, considering articles with over 15 impact factor points.

- c. Other achievements during the 2011-2016 period (0-20 points): Evaluation of competitive research projects carried out by the lead researcher during the seven years immediately preceding the publication date of this Call. Both domestic and international projects will be evaluated.

Funding discontinued during the period	0.5
Funding continued	3
Funding with flagship projects (TV3 marathon, PIE, intramural projects or similar)	5
Coordination of a European project or obtaining an ERC	6
Knowledge transfer	6

To be eligible for the evaluation stage, the scientific output of candidates must exceed 50% of PIs under the VHIR in the past five years, which should be over 14.5 points on the basis of the same publication criteria stipulated in point 3.1.a.

3.3.2. Research project: the cross-cutting application and strategic impact of the project will be taken into account. The following points will be taken into account:

1. Innovative nature and potential impact of the research project:

- 1.1. To what extent are objectives ambitious and go beyond current developments (for example, new concepts and approaches or development across several disciplines)?
- 1.2. To what extent is the proposed research feasible and applicable in the short and medium term?
- 1.3. To what extent is the proposed research project high risk/high yield?

2. Scientific approach:

- 2.1. To what extent is the scientific approach described feasible?
- 2.2. To what extent is the research methodology proposed appropriate to achieve the project's objectives?
- 2.3. To what extent does the proposal involve the creation of a new methodology?
- 2.4. To what extent are time and resources of the proposal properly justified?

The VHIR's ad-hoc Search Committee will evaluate the scientific track record. ANEP will evaluate the research project on a qualitative basis.

3.4. Documents to be presented:

Candidates must submit the following documentation before the deadline:

1. Standard-format CV ([download](#))
2. Report of work planned for the next five years explicitly outlining competitive projects, existing and/or future partnerships with VHIR groups planned as well as the added and strategic value of joining VHIR.
3. Report substantiating the added value he/she will contribute to the VHIR scientific area in question, as well as his/her needs in terms of facilities, human resources (specifically those related to facility needs), scientific equipment and services.
4. Two letters of recommendation

4. INTERVIEW PHASE

A single list will be prepared with the scores of all eligible candidates (Tenure Track and Tenure phase researchers). The list will be ranked by the overall score obtained in points 2.3.1.a, 2.3.1.b and 2.3.1.c for researchers in the Tenure Track phase and by points 3.3.1a, 3.3.1b and 3.3.1.c for Tenure phase researchers.



Only the three top-ranking candidates will be interviewed for each position. Candidates from both categories will always be interviewed for each position.

The evaluation will be based on a maximum score of 30 points. The VHIR candidate's strategic interest in research will be evaluated at this stage, and five ANEP members will evaluate the research project in question.

The interview will be conducted by members of VHIR's Internal Scientific Council.

The final decision will be up to the Board of the Foundation based on the report drafted by the Internal Scientific Council and ratified by the External Scientific Committee.

Positions may remain vacant should the threshold criteria not be met by any of the candidates.

5. DRAFT RESOLUTION AND CLAIMS

Once all validly presented candidates are evaluated and scored, they will be duly informed regardless of whether or not they proceed to the interview stage. During a non-extendable period of three calendar days, candidates will be able to make whatever claims they deem appropriate.

Candidates who wish to submit claims must do so with the coordinator of the evaluating Committee.

The evaluating Committee will review first-hand any claims lodged and will have the powers to resolve all claims by simple majority.
The evaluating Committee shall resolve all claims with a reasoned resolution.
In the event of major discrepancies, the competent body for resolving claims will be the VHIR's CCI, as stipulated in its internal regulations.

The resolution made by the VHIR's CCI may not be appealed.

6. DEADLINE FOR SUBMISSION OF APPLICATIONS

Interested candidates may submit applications from 20 October 2016 until 07 November 2016 at 5 pm via ajuts@vhir.org