

INCORPORATION OF TALENTED RESEARCHERS at Vall d'Hebron Research Institute 2022: THE SENIORITY CALL

Internal Scientific Committee agreement on 25th January, 2022.

Errata, 10th February 2022

The Vall d'Hebron University Hospital Foundation – Research Institute (“VHIR” or “the Foundation”) is a leading biomedical research center in Barcelona that promotes, develops and transfers research of the Vall d'Hebron University Hospital. Through international leadership and excellence in our research, we improve people’s health and quality of life ([VHIR Strategic Plan](#)).

VHIR has 1,000 investigators who carry out their research, supported by scientific services. For the develop of research activity, VHIR also accounts for specific Core Facilities that support research at pre-clinical and clinical level (Academic Research Organisation Biobank, Laboratory Animal Service (divided in two areas: Rodent Area with the Molecular Imaging Platform and Large Animals Area); High Technology Unit (provides researchers with state-of-the-art equipment and different services within its five Platforms of Genomics, Cytometry, Molecular Diagnosis, Metabolomics and Microscopy); Statistics and Bioinformatics Unit; and the Support Unit for Clinical Research), as well as other administrative services dedicated to support our researchers’ investigation.

1.- OBJECTIVE

The Vall d'Hebron University Hospital Foundation – Research Institute makes its own, open and unique call, for the recruitment of excellent researchers. The conditions of the call are established in compliance with the European Human Resources Strategy for Researchers (HRS4R), which establishes the implementation of open, transparent and merit-based recruitment measures, in order to contribute to the promotion of Responsible Research and Innovation (RRI). VHIR has an [Equality, Diversity and Inclusion Plan](#) to improve gender equality at the institute. The purpose of this call is to prioritize the incorporation of research profiles of excellence in the Tenure stage, [according to the VHIR's scientific career policy](#) as well as the [European research descriptors](#), **Tenure** (R4 - Leading Researcher, according to EURAXESS): Researchers leading their research area or field, that corresponds to the Tenure from the English model. Access to this section will be given to doctors with both an exceptional scientific career and excellent leadership skills, principal investigators of competitive projects and main authors

(corresponding or last author) of their scientific production. Proven international experience will be valued.

Candidates must provide a clear added value and their incorporation must allow the achievement of the VHIR strategic objectives, while creating synergies between clinical and basic researchers.

The purpose of the call is to give priority to the applications submitted. The number of admissions in 2022 will be a maximum of 2 researchers. However, the Selection Committee could propose only 1 and/or declare the vacancy/ies void.

2. CANDIDATE PROFILE

Eligibility criteria: Researchers who have been stabilised with a Miguel Servet contract in another centre, researchers with an ICREA contract, or senior researchers who do not belong to any of these two categories and who meet the criteria in accordance with the VHIR Scientific Career Policy.

- The candidate must be the last and/or corresponding author of two or more publications from indexed international journals.
- The candidate must be Principal Investigator of at least one ongoing competitive research project.
- The candidate must have directed at least one doctoral thesis.
- An endorsement from a Clinical Service of the Vall d'Hebron University Hospital will be an asset.

Conditions: Depending on the condition and contract of Tenure stage researchers, they will be assigned:

- An annual gross salary corresponding to that established by the VHIR collective agreement for a senior researcher, that corresponds to VHIR stabilised senior researchers.
- ICREA researchers: €45,000 per year, freely available.
- Laboratory space will be offered by an existing consolidated group from VHIR.
- Final conditions will depend on the candidate's value and experience.

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.- DOCUMENTATION TO SUBMIT

- a) A statement of your research done in the last five years (2000 characters maximum –spaces not included)
- b) A list of the 5 most relevant publications and its impact, out of the top 10 (bullet points)

- c) A statement of purpose explaining why you chose Vall d’Hebron and how will Vall d’Hebron benefit from your research added value (2000 characters maximum –spaces not included)
- d) Your future integration and research plan (4000 characters maximum –spaces not included) including:
1. any future need for spaces, human resources, scientific equipment or services.
 2. contribution to the development of new technologies
 3. expected outcomes and exploitations of results
- e) Candidate's CV (5 pages maximum), in which at least the following items should be included (from the last 5 years: 2017-2021 –included):
1. Personal and professional data
 2. 10 top publications (books, essays, journals, clinical guidelines monographies and other contributions), authorship (first, last, corresponding) and citations and relevance of personal contribution
 3. National and international research projects obtained (agency, total funding, funding assigned to the candidate, role of the candidate)
 4. Number of patents (approved and licensed), number of spin offs
 5. Number of Clinical trials
 6. Number of supervised PhD theses
 7. Tracking of professional situation of former PhD and master students (how many PhDs are now employed (by industry or academia), or postdocs, specifying the name of current employees
 8. Memberships in international societies
 9. Participation in international research networks
 10. Participation in editorial committees
 11. Services to scientific community or any other added value that you consider important in your scientific career
- f) A letter of a Clinical Service of the Vall d’Hebron University Hospital supporting the candidature and specifying the added value that the candidate will represent for the Service and the Institution (not compulsory)
- g) Two letters of recommendation

The 5 year-period considered will be extended if the candidate justifies any of the following assumptions:

- a) Has been on maternity or paternity leave;*
- b) Has been taking care of minors under six years of age, persons with physical, mental or sensory disabilities, or adults over 65 years of age who depend on the beneficiary and require special dedication;*
- c) Has suffered a serious illness or accident with a medical leave equal to or greater than six months.*

In the case of a) the extension of the period in case of maternity leave is of 18 months for each child born between 2017-2021. In the event that the applicant can demonstrate a longer leave, the eligibility period will be extended by the total time enjoyed until the moment of application. The extension of the period of paternity leave will correspond to the accredited time enjoyed for each child born between 2017-2021.

In the case of b) or c) the extension is for one year. These interruption periods must be indicated and certified at the time of submitting the application.

Candidates must send to VHIR the relevant documentation for evaluation via the e-mail address ajuts@vhir.org within the deadlines established in the call. Acknowledgement of receipt will be sent via email to the candidates. Documentation submitted outside the period established for this purpose in the call will not be taken into account.

4.- EVALUATION PROCESS

The process consists of 3 Phases:

1. **First screening:** Once the application period ends, the Grants Office will screen applicants against the requirements of the job opening. The aim of this initial assessment is to identify those applicants who do not meet the requirements of the position and, therefore, are not eligible.
2. **Second screening:** Based on an open, transparent and equity and merit-based recruitment, the Selection Committee will screen applications.

The Selection Committee will consist of VHIR internal members, members from the External Scientific Advisory Board and VHIR's Director. The Selection committee should bring together diverse expertise and competences and should have an adequate gender balance.

The main selection criteria will be scientific and academic excellence based on the documentation received from each candidate, leadership of the applicants and added-value for VHIR:

a) Candidate (60%). The following information will be considered:

- Candidate's CV
- Statement of past research

b) Research plan and added-value for VHIR (40%). The following information will be considered:

- Future integration and research plan
- Statement of purpose
- Letter from the Clinical Service

The structure and quality of the research plan presented as well as its viability and applicability, the importance of the research proposed in the broader context of the specialty, the adequacy of the integration plan, the relevance and interest and the impact of research, will be taken into account to generate the shortlist.

The Selection Committee will provide an indicative numerical grade between 1 and 10, which will be used to generate a shortlist. The pre-selected candidates will be invited for an interview at the VHIR. They will be informed in writing.

Proactive identification and invitation of competitive woman applicants by faculty members is encouraged at the opening of every selection process. It is compulsory that at least one third of the shortlisted candidates are women. If the list of shortlisted candidates for interview does not include at least one third of competitive woman candidates, the call will be necessarily reopened and further proactive actions will be implemented to identify and invite applications from competitive woman candidates.

3. **Interview:** the interview will be held by the Selection Committee and will include the following:

- Presentation of their past work and future research plans
- Added-value for VHIR
- In-depth interview with the members of the Committee

All interviews will be governed by the OMT-R (Open, Transparent and Merit-based Recruitment) principles of the Foundation's Recruitment and Selection policy established by the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter & Code), following equal opportunities policies.

Once the interview process is finished the Selection Committee will make a prioritized list with 3 candidates, and it is perceptible that the Institution's Board of Trustees ratifies the 1 or 2 person/s who has/have become the selected candidate/s.

An official offer letter will be issued in writing.

The VHIR reserves the right to declare the vacancy as void in the event that the Selection Committee considers that no candidate meets the criteria established in this call.

5.- ACCEPTANCE OF THE VACANCY GRANTED AND INCORPORATION OF THE CANDIDATE(S)

The call will be resolved within a maximum of 6 months from its publication on the VHIR's website. Once the call has been resolved, the candidate(s) who has been awarded will have a maximum period of 15 calendar days to accept it. In the event of resignation of the awarded candidate, the position will be given to the second and/or the third best-rated candidate. The vacancy can also be declared void.

The incorporation to the Foundation may be formalised once the Seniority 2022 call has been resolved.

6.- DEADLINE TO SUBMIT PROPOSALS

Those interested may submit their applications from February 1st, until 31st March 2022 at 5pm (CET time) via email to ajuts@vhir.org with the following subject: "Seniority NE 2022 – Name of candidate".

Once received, an email will be sent to candidates confirming reception, as well as to confirm the suitability of the documents provided for the application.

7.- CLAIMS

Once the shortlist is done, and before the interview process, a period of 3 calendar days will be opened so that the candidates can make the claims they consider appropriate.

Those candidates who wish to claim should address their allegation to the Evaluation Committee by addressing in writing by email to: director@vhir.org. The Evaluation Committee will resolve through a reasoned resolution by a simple majority in a maximum period of 1 week.

8.- PERSONAL DATA

By submitting their application, candidates agree to become part of the VHIR's record and files with the aim to manage, and process, both the assessment, granting, awarding, payment and monitoring of the grant, according to the present call.

Applicants may exercise their rights of access, rectification, cancellation or opposition of their data by writing to the VHIR Management (Passeig Vall d'Hebron, 119-129, Edifici Mediterrània, 2a planta, 08035 Barcelona) together with a copy of their ID.

9.- RIGHTS AND OBLIGATIONS

Rights and obligations of the beneficiary of the contract are:

- a. Guarantee the truthfulness of the data provided in their application and accept that any negligent or guilty falseness in them will lead to the exclusion of the candidacy from the selection process.
- b. In the event that the candidate is finally chosen, he or she can accept or reject the grant within the period established in the call.

If the person accepts the given grant and joins the VHIR:

- c. To be entitled to receive the salary applicable to the contract as established in the present call.
- d. To be considered VHIR's employee and researcher for all intents and purposes.
- e. To use the services offered by the VHIR and to participate in all its activities in accordance with its internal regulations, as a result of its researcher condition.
- f. The ownership of those patents and utility models and any other industrial and/or intellectual property rights obtained through the research work carried out by the beneficiary will correspond to the Foundation. Nevertheless, the researcher may enjoy the copyright and property rights derived from his/her research activity as established by both the VHIR in force regulations and current legislation.
- g. The beneficiary of the contract will specifically agree to comply with VHIR regulations, in particular with those matters regarding data protection, professional ethics, public procurement and, in general, on any other relevant aspect related to the Foundation.

VHIR's rights and obligations are:

- a. To comply with the rules of the present call.
- b. To provide an employment contract to the beneficiary of this call, using the contractual form determined by the VHIR HR Management, in accordance with its internal regulations applicable.
- c. To comply with the corresponding legal obligations regarding Social Security and Occupational Risk Prevention.
- d. To offer the researcher those VHIR's own services, according to the Foundation's internal regulations.
- e. To inform the researcher of all applicable regulations.
- f. To allow the researcher's participation in those VHIR bodies and commissions that result from applying its own regulations.

Joan X. Comella

Director

Vall d'Hebron University Hospital Foundation – Research Institute

Barcelona, 25th January 2022