

INCORPORATION OF TALENTED RESEARCHERS at Vall d'Hebron Research Institute 2023: SENIORITY CALL

Internal Scientific Committee agreement on December 22nd, 2023.

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 Organization 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 **Tenured researchers**. [According to the VHIR's scientific career policy](#) as well as the [European research descriptors](#): **R3 – Established Researcher** who have developed a level of independence. Proven international experience will be valued.

Candidates must provide a clear added value and their incorporation must align with the [VHIR strategic objectives](#), while creating synergies between clinical and basic researchers.

The number of awarded candidacies in 2023 will be a maximum of 1 researcher. However, the Selection Committee could declare the vacancy void if the candidates do not meet the excellence requirements or the research project is not aligned with VHIR strategic research lines.

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 and diversity at the institute.

2. CANDIDATE PROFILE

Eligibility criteria:

- a) VHIR internal and external candidates can apply to the call.
- b) Researchers who have defended their PhD thesis before 2012 and completed a minimum of 5 years' experience as Principal Investigator.
- c) The candidate must have a significant number of publications as main author (first, last or corresponding), with high impact. DORA criteria for evaluation will be followed.
- d) The candidate must have as PI competitive research funding from national and/or international agencies to support their research lines.
- e) The candidate must have directed at least one doctoral thesis.
- f) Candidate participation in the Tenure Track call is incompatible with participation in the VHIR Seniority Call 2023.
- g) Support from the Head of Group/eCORE that will host the candidate.

Research groups will not be able to present a candidate if they have hosted a *Miguel Servet*, Seniority or *Consolidación Investigadora* call grant-holder since 2022 onwards.

Research groups can only host either a Tenure Track 2023 candidate or a Seniority 2023 candidate.

Research groups must be located at Vall d'Hebron Barcelona Hospital Campus.

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.
- Laboratory space will be offered by an existing consolidated group from VHIR.
- All researchers who join at this stage must be evaluated every five years by ICS.

3.- EVALUATION PROCESS

In April 2015, VHIR was recognised with the accreditation "HR Excellence in Research" of the European Commission (also known as "HRS4R"). In 2021 the HR Excellence in Research seal was renewed. This accreditation is based on the "European Charter for Researchers and Code of

Conduct for the Recruitment of Researchers (Charter & Code)” and obtaining the seal of HR Excellence in Research ensures that VHIR integrates into its human resources policies the 40 principles of the Charter & Code, based on a customized action plan/HR Strategy.

Our Recruitment and Selection Policy is based on the OTM Strategy (Open, Transparent and Merit-based recruitment) and in line with the principles defined in the OTM-R procedure (VHIR Recruitment Policy for an Open, Transparent and Merit-based Recruitment of Researchers).

The process consists of 3 Phases:

First Stage: Once the application period ends, the responsible unit (Internal Strategy) will review the documentation to identify possible errors in proposals and to identify those applicants who do not meet the requirements of the position and, therefore, are not eligible. **Amendments required by the responsible unit can be submitted during the established period to do so.** After this period, amendment of errors and/or omissions in the submission of documentation will not be admissible.

Second Stage: Based on an open, transparent and equity and merit-based recruitment, the **Internal Evaluation Committee (IAC)** will screen applications.

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 **evaluation period will be 2019-2023*** and 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 Head of the Group that will host the candidate.

**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 2019-2023. 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 2019-2023.

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.

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 **Internal Assessment Committee (IAC)** will provide an indicative numerical grade between 1 and 100, 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 strongly recommended including no less than one third of one gender in the candidates shortlisting.

To know more information, please review Annex 1 "Phase 2 Evaluation Criteria".

Interview: based on OTM-R principles, the interview will be held by a Selection Committee that 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 interview 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

Once the interview process is finished the Selection Committee will make a prioritized list and first candidate will be granted. Granted candidate will be informed by email.

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.

To know more information, please review Annex 2 "Interviews Evaluation Criteria".

4.- DOCUMENTATION TO SUBMIT

Applications must be formalised by the applicant in his/her own name and interest and must be submitted by email to ajuts@vhir.org, within the period established in Clause 5 of the present call.

The candidate's application must be accompanied by the following documentation numbered and named as indicated:

1. **Excel Template** attached to the dissemination email. The name of this document must be: "1. Seniority_Excel_Template_Surname".
2. **PDF including the publications** mentioned in the Excel template. The name of this document must be: "2. Seniority_Publications _Surname".
3. **Candidate's CVA-ISCI** from CVN editor FECYT (4 pages maximum) from the last 5 years: 2019-2023. The name of this document must be: "3. Seniority_CVA_Surname".
4. **Project proposal**. The name of this document must be: "4. Seniority_Project proposal_Surname".
 - a. **A statement of purpose** explaining why you chose Vall d'Hebron and how will Vall d'Hebron benefit from your research added value (2.000 characters' maximum – spaces not included).
 - b. Your **future integration and research plan** (5.000 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
5. Endorsement **letter from a Head of Group of the Vall d'Hebron Research Institute**. The name of this document must be: "5. Seniority_Endorsement_Letter_Surname".
6. **Two external contact references must be sent**. The name of this document must be: "6. Seniority_References_Surname".
7. If applicable, accreditation for the **exceptional extension of the evaluable period (2019-2023)** for one of the reasons mentioned in Clause 3 of the Evaluation Criteria. If documentation is written in a language different than Spanish or English, it must be accompanied by the corresponding official translation. The name of this document must be: "7. Seniority_Extension _Surname".

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.

For the evaluation of the candidacies and for the resolution of the claims against the provisional and final lists of candidates, **it will be considered solely and exclusively those documents provided by the candidates together with their application.**

Each candidate will only be able to submit one application. The submission of more than one application will mean the rejection of all of them.

The submission of the application implies full acceptance of these terms and conditions.

5.- DEADLINE TO SUBMIT PROPOSALS

Those interested may submit their applications from December 22nd, until February 19th at 14pm (CET time) via email to ajuts@vhir.org with the following subject: **“Seniority 2023 – Name of candidate”**.

Once received, an email will be sent to candidates confirming reception. The responsible unit (Internal Strategy) will screen applicants against the requirements of the call to identify those applicants who do not meet the requirements, as well as suitability of the documents provided for the application.

6.- CLAIMS

Once the shortlist is done, and before the interview process, a period of 2 working days will be opened for allegations. Those candidates who wish to formulate an allegation should address it to ajuts@vhir.org. Claims will only be considered valid when sent through this channel and within the established deadline.

The Evaluation Commission and the Legal Directorate will resolve the allegations based on reasoned criteria, within a maximum of 2 working days from the end of the period to receive allegations.

Once the allegations have been resolved, the final resolution will be published, and a 2 working days period will be opened for appeal to the VHIR Internal Scientific Committee (CCI).

The CCI will be responsible for resolving the appeal against the final list based on its own regulations. The CCI resolution will not be susceptible to any other appeal.

7.- 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, if those candidates meet the excellence criteria.

The VHIR reserves the right to declare the vacancy as void in the event that the Selection Committee considers that no candidate meets the excellence criteria established in this call, or if the research project is not aligned with VHIR strategic research lines.

The incorporation to the Foundation may be formalised once the Seniority 2023 call has been resolved.

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.

Dr. Begoña Benito Villabriga

Director

Vall d'Hebron University Hospital Foundation – Research Institute

Barcelona, December 22nd 2023

Annex 1: Phase 2 evaluation criteria

Candidate: 0-60 points		
CV and Statement of Research (2019-2023)	10 top publications	0-25
	National and international research projects obtained	0-15
	Patents, spin offs (5 points would apply for a spin off or a licensed patent otherwise 1 point per submitted patent)	0-5
	Number of Clinical trials	0-2,5
	Supervised PhD theses (1 point/thesis)	0-5
	Tracking of professional situation of former PhD and master students, or postdocs	0-2,5
	Other merits (Memberships in international societies, participation in international research networks, participation in editorial committees, services to scientific community or any other added value that you considered important to the scientific career, past research)	0-5

Research plan and added-value for VHIR: 0-40 points		
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.		
Research plan and integration plan	Quality and originality and innovative aspects of the proposal	0-15
	Clarity and quality of the transfer of knowledge (gain of knowledge by the researcher and transfer of knowledge to the host institution)	0-10
	Impact: Expected outcomes and exploitations of results	0-15

Annex 2: Phase 3 - Interview Evaluation Criteria

Interview evaluation		
CRITERIA DESCRIPTION	SCORE	
Scientific excellence: Presentation of past work.	0-40	It will be assessed the excellence of the past work: relevant publications and social impact, projects obtained, transference of knowledge, supervised thesis, and other services to the scientific community.
Scientific excellence: Presentation of future research plans.	0-35	It will be assessed the structure and quality of the research plan presented as well as its feasibility, the importance of the proposed research in a broader context of the specialty, the relevance and interest and the impact of the proposed research.
Added-value for VHIR.	0-25	Discussion on how will Vall d'Hebron benefit from the candidates' added value and vice-versa. Adequacy of the integration plan in light of the VHIR strategic plan.