

AMICS DEL VHIR PhD CALL 2026

Institutional call for the incorporation of Early-stage (R1) researchers at Vall d'Hebron Research Institute

Internal Scientific Committee agreement on July 22th 2026

The Vall d'Hebron University Hospital Foundation – Research Institute (“VHIR” or “the Foundation”) is a leading biomedical research centre 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 by means of the more than 1,000 investigators who carry out their research, and which are also supported by scientific services.

1. OBJECTIVE

The Vall d'Hebron University Hospital Foundation – Research Institute (“VHIR” or “the Foundation”) makes its own and open call for a doctoral fellowship programme devoted to attracting early-stage (R1) researchers with a special interest in biomedical research who wish to carry out doctoral studies at VHIR. The VHIR PhD Call is funded through donations from [Amics del VHIR](#).

The aim of these grants is to support the training of four doctoral candidates over four years within research groups affiliated with VHIR at the Vall d'Hebron Barcelona Hospital Campus, with eligibility open to both internal and external candidates. The conditions of the call are established in compliance with the European Human Resources Strategy for Researchers (HRS4R), which establishes the implementation of open, gender equality, transparent and merit-based recruitment measures, to contribute to the promotion of Responsible Research and Innovation (RRI).

2. CANDIDATE PROFILE AND ELIGIBILITY CRITERIA

The requirements are:

- a. At the time of application submission, candidates **must have secured acceptance from a hosting VHIR research group**. For information on VHIR research groups, click [here](#). Candidates who require support or guidance in identifying a suitable group may contact the following email address: scientificcoordination@vhir.org
- b. Candidates **must not have a PhD**.
- c. Candidates **must be in possession of a university degree and a master's degree** (in the fields of biomedical research, clinical research, epidemiology, management and evaluation of health services and technologies) or must hold an official university

qualification from a country of the European Higher Education Area **with a minimum of 300 ECTS of official university studies at the time of the fellowship application.**

- d. **Candidates undertaking or having completed the medical specialization** (*Formació Sanitària Especialitzada*, FSE) and seeking access to a PhD program **will not be eligible.**
- e. Candidates **must have finished the university studies** (≥ 300 ECTS) **between 1st January 2025 and the closing date of application submission.** Exceptionally, this term will be extended if applicants can provide proof of having been in one of the following situations:
 - 1. *Maternity*: 18 months' extension for each child born before or after the date of the successful defence of their master's degree. If the applicant can document a longer total maternity leave, the eligibility period will be extended by the documented amount of actual leave(s) for all children taken before the call deadline. - *Paternity*: extension by the documented time of paternity leave taken before the call deadline for each child.
 - 2. They have been taking care of children under six years of age or people with physical, mental or sensory disabilities who depend on the beneficiary and require special dedication (1 year).
 - 3. They have suffered an illness or accident with a medical leave equal to or longer than six months.
- f. Candidates must have obtained a minimum average grade of the academic record of the studies of **bachelor's degree equal to or higher than 7** (calculated in accordance with the criteria specified in the Royal Decree 1125/2013, of 5th September). In the event that the qualification of the academic record of studies performed in Spain uses the scale of 0 to 4, the average grade must be converted using [this link](#).
- g. In the case of international studies, the grade of the academic record must be calculated by the National Agency for Quality Assessment and Accreditation (ANECA). It is the applicant's responsibility to ask ANECA for the aforementioned equivalence. More information can be found [here](#).
- h. **Admission to a doctoral programme** will not be required at the time of application submission, but **must be obtained no later than December 2026.**
- i. **Candidates must not have held a PhD contract exceeding twelve months in any research institution** previous to the closing date of application submission.

3. HOST PRINCIPAL INVESTIGATOR'S (PI) ELIGIBILITY CRITERIA

The following requirements apply to the host PI:

- a. PIs **must have a PhD.**
- b. Eligible PIs must be formally affiliated with a **VHIR research group** and maintain a formal link with the Vall d'Hebron Campus (VH Campus) throughout the entire fellowship period. In addition, applicant PIs must hold a contract with one of the following entities:

VHIR or Vall d'Hebron Hospital, Blood and Tissue Bank (BST), Institut de Diagnòstic per la Imatge (IDI), or Fundació Institut d'Investigació Sanitària Pere Virgili (IISPV).

Researchers employed exclusively by CIBER, UAB, or any other external institution will **are not eligible**, even if they are affiliated with a **VHIR research group** or collaborate with VHIR.

In the event that the PI loses their formal link with the VH Campus during the fellowship period, the Committee will support the candidate in identifying a new supervisor PIs will not be able to present a candidature if they are hosting a PhD researcher from a current VHIR institutional PhD fellowship (unless being in the last year).

- c. Have an **active competitive project at the time of application**. The project must be managed by VHIR, funded with $\geq 20.000\text{€}$ and must be active at least during the first year of the fellowship. Extensions will not be considered as active competitive projects. Projects including both a PI and co-PI may only be considered for one application.
- d. Each PI **may submit only one application**. A PI cannot nominate or present more than one candidate.
- e. The PI **must be the candidate's thesis supervisor**.

Research groups may only be awarded with an institutional PhD fellowship/program (i.e. VHIR PhD Call, IBEC-VHIR PhD Programme, "Mocador Solidari", "Palau Francàs" or other existing PhD programs) per year. As long as they meet the requirements, IPs from the awardee groups will be able to apply for the following call.

4. APPLICATION AND DOCUMENTATION TO SUBMIT

Applications must be submitted personally by the applicant via VHIR job offer website, **by September 27th 2026**

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

1. **Excel Template** located on VHIR website. The name of this document must be: **"1.VHIR_PhD_Call_Template_Surname"**.
2. **Abbreviated curriculum vitae of the candidate in normalised format** (i.e CVA). Candidates must use the [FECYT application](#) for creating the document. The name of this document must be: **"2.VHIR_PhD_Call_CVA_Surname"**.
3. **Bachelor's degree diploma or proof of payment fee**. The name of this document must be: **"3.VHIR_PhD_Call_Bachelor_Surname"**.
4. **Bachelor's degree academic transcript**, including the final average grade and the termination date. In the case of studies carried out abroad, ANECA certification as specified in Clause 2.g, must also be provided. The name of this document must be: **"4.VHIR_PhD_Call_Bachelor_Grades_Surname"**.

5. **Master's degree diploma or proof of payment of the fees related to the expedition of the Master's degree diploma.** The name of this document must be: "5.VHIR_PhD_Call_Master_Surname".
6. **Master's degree academic transcript**, including final average grade and the termination date. The name of this document must be: "6.VHIR_PhD_Call_Master_Grades_Surname".
7. PDF document with the first page of the **publications** (and/or page(s) where the authors contribution appears). The name of this document must be: "7.VHIR_PhD_Call_Publications_Surname".
8. PDF document that accredits* the candidate's **non-academic internship** periods, including start and end dates, and hours. The hosting organization must be identified, including Letterhead and/or Stamp of the institution and signature of the tutor/supervisor. The name of this document must be: "8.VHIR_PhD_Call_Internships_Surname".
9. PDF document that accredits* the candidate's **Erasmus+ mobility internships**, including start and end dates. The university must be identified, including Letterhead and/or Stamp of the institution and signature of the tutor/supervisor. The name of this document must be: "9.VHIR_PhD_Call_Erasmus_Surname".
10. PDF document that accredits* **Dissemination Activities and Responsible Research and Innovation (RRI)**: Participation in scientific dissemination, public engagement, science communication, outreach activities, citizen science initiatives, patient engagement activities, and training or involvement in Responsible Research and Innovation-related topics, including research ethics, integrity, open science, gender equality, diversity and inclusion, sustainability, and FAIR data practices. The name of this document must be: "10.VHIR_PhD_Call_RRI_Surname".
11. PDF document that accredits* **Prizes and Grants**: Competitive awards, distinctions, scholarships, fellowships, travel grants, academic excellence awards, research-related grants, and other recognitions obtained based on academic merit, scientific achievements, leadership, innovation, or extracurricular excellence at institutional, regional, national, or international level. The name of this document must be: "11.VHIR_PhD_Call_Prizes_Grants_Surname".
12. PDF document that accredits* **attendance or participation in Scientific Congresses: Attendance and/or participation in national or international scientific congresses, including poster presentation in VHIR Scientific Day**. The name of this document must be: "12.VHIR_PhD_Call_Congresses_Surname".
13. PDF document that accredits* other merits: **Attendance to seminars, certificates of languages, etc.** The name of this document must be: "13.VHIR_PhD_Call_Other_Merits_Surname".
14. Acceptance letter of the hosting VHIR research group. Letter Template located on [VHIR website](#). The letter must be signed by the PI supervisor of the candidate and must include the date of signature. The name of this document must be: "14.VHIR_PhD_Call_Letter_Surname".

15. If applicable, accreditation for the exceptional extension of the evaluable period for one of the reasons mentioned in Clause 2.e. of the Eligibility Criteria. The name of this document must be: "**15.VHIR_PhD_Call_Extension_Surname**".

**Only accreditations explicitly confirming that the activity has been completed will be considered valid. Acceptance letters alone will not be accepted. If no formal certificate is issued by the organizing body, applicants may provide alternative evidence, such as the official programme listing their contribution and a signed declaration confirming the presentation, duly supported by verifiable documentation.*

For more information, please review Annex 1 "Phase 1 Evaluation Criteria".

For the evaluation of the candidacies and for the resolution of the claims against the provisional and final lists of candidates, only the documentation submitted by candidates at the time of application will be considered. The responsibility for the completeness, accuracy and compliance of the submitted documentation lies solely with the applicant.

Applicants are solely responsible for the completeness and correctness of the documentation submitted. The responsible unit will not conduct a preliminary administrative review of applications, and any application lacking mandatory documents or containing formal deficiencies may be deemed ineligible. Where applicable, candidates may be requested to correct formal errors within 48 hours from notification. After this period, no amendments, corrections or additional documentation will be accepted. Errors or non-compliance not identified during the administrative review may still lead to exclusion or non-consideration of the affected merits at any stage of the evaluation process.

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 and legal acceptance of these terms and conditions.

5. DEADLINE TO SUBMIT PROPOSALS

Those candidates may submit their applications until **September 27th, 2026**, via **VHIR job offer website**.

Once received, an email will be sent to candidates confirming reception. The responsible unit will screen applicants against the requirements of the call to identify those applicants who do not meet the requirements.

6. EVALUATION PROCESS

In April 2015, VHIR was awarded the European Commission's "HR Excellence in Research" accreditation, also known as HRS4R. The seal was renewed for the first time in 2021 and, in 2025, VHIR successfully renewed it once again, demonstrating a firm and ongoing commitment to improving working conditions for researchers, including fair and transparent recruitment processes, continuous training, and clear career development opportunities.

This accreditation is based on the 20 principles of the European Charter for Researchers and reflects VHIR's commitment to embedding these principles across its human resources policies and practices through a tailored Human Resources Strategy for Researchers (HRS4R) and a dedicated action plan. The Charter promotes excellence in research environments by fostering attractive and sustainable research careers, fair and transparent recruitment, professional development and supportive working conditions. More information is available in the European Charter for Researchers

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 evaluation process is divided in two phases. **Phase 1 consists of evaluating the candidate's merits, representing the 70% of the final score;** Top 10 candidates will be invited to **Phase 2, consisting of an oral interview that will account for the remaining 30% of the score.**

Phase 1: Candidate's assessment (70%):

VHIR Internal Evaluation Committee will evaluate and prioritize the candidates' applications based on the following selection criteria (100 points maximum):

1. **Up to 70 points:** Average grade of the bachelor's degree will weigh 80% of the total score for this section, and average grade of the master's degree will weigh 20%. For candidates applying to the fellowship with ≥ 300 ECTS of university degree studies those will weight 100% of the total score for this section. If the candidate has completed more than one bachelor's degree or an equivalent program, only the average grade of the program most relevant to the intended PhD program will be considered. If the candidate holds more than one master's degree, only the average grade of the master's program that grants access to the PhD program will be considered. These programs must meet the requirements established in the guidelines and the call.

2. **Up to 30 points:** Other merits, including publications, extracurricular internships, Erasmus+ mobility internships, dissemination activities and RRI, within others.

For more information, please review Annex 1 "Phase 1 Evaluation Criteria".

The members of the VHIR Internal Evaluation Committee will provide a provisional list of 10 candidates that will be invited for an oral interview. When possible, the shortlisting will include no less than one third of one gender.

Candidates who wish to withdraw their application between the final resolution of Phase 1 and the interviews in Phase 2, must inform the responsible unit. Upon notification, the responsible unit may contact the next candidate on the reserve list. Replacement of candidates from the reserve list will only be considered if the withdrawal is notified at least 48 hours before the scheduled interview.

Phase 2: Oral Interview (30%)

The **Selection Committee** will bring together diverse expertise, competences and gender balanced and will consist of VHIR internal and external professionals.

During the interview, the Selection Committee will consider, within other aspects:

- Scientific communication: clarity and effectiveness in presenting the prior research experience in a laboratory setting.
- Scientific reasoning: ability to reason critically under uncertainty and to address methodological questions related to the proposed project.
- Motivation and research maturity: depth and coherence of the candidate's motivation to undertake doctoral research and their career vision as a future researcher.
- Initiative, adaptability, and problem-solving skills: ability to approach challenges and develop solutions in a research environment.
- Team-work: ability to collaborate and work effectively within a team environment, contributing to research activities and sharing knowledge with others.

For more information, please review Annex 2 "Phase 2 Evaluation Criteria".

The oral interview phase will take place in mid-October 2026.

Candidates will be provided with guidelines of the topics that need to be covered during the presentation by the responsible unit.

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 and top 4 candidates will be recommended for funding.

If two or more candidates have the same score, the tie will be resolved using the following criteria:

1. Candidates with the best score in the Phase 1: Candidate's assessment.
2. Candidates with the best score in the academic record section.

Financial Support for Interview Attendance

Candidates invited to participate in Phase 2 (oral interviews) may be eligible for partial financial support to cover travel and accommodation expenses, under the following conditions:

- **Eligibility:** Reimbursement will only be granted for justified expenses related to transportation and one night of accommodation. All expenses must be documented with official invoices.
- **Support Limits:** The maximum amount eligible for reimbursement is determined based on the candidate's place of residence and distance travelled:

Candidate Profile	Maximum Amount
Candidates from outside Catalonia traveling less than 400 km	€50
Candidates residing in Spain traveling more than 400 km	€150

Candidates residing outside Spain for >12 of the last 24 months prior to recruitment	€300
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Travel and accommodation support, where applicable, will be managed in accordance with the institutional rules and procedures in force at the time of the interview process. Eligible expenses may include transportation costs (e.g. train, bus, plain tickets, fuel) and one night of accommodation related to attendance at the interview.

CLAIMS AND APPEALS

Candidates who disagree with the provisional shortlist published after Phase 1 may submit a claim within 2 working days via email to ajuts@vhir.org. Only claims submitted through this channel and within the established deadline will be considered.

Claims may only be submitted in cases where the applicant believes there has been a procedural error in the evaluation process that could have affected the final evaluation or prioritization outcome. The purpose of the allegation is to ensure the integrity and fairness of the evaluation procedure.

Please note that claims will only be considered if they clearly demonstrate a procedural error and if this error is likely to have had a material impact on the outcome of the evaluation. Claims that question the scientific or technical assessment made by appropriately qualified reviewers will not be accepted.

The scores assigned to each candidate are the result of from the evaluation by two or three members of the Evaluation Committee, all of whom apply a shared and predefined set of criteria consistently across applications.

The Internal Evaluation Committee will assess and resolve the admitted claims within 2 working days following the end of the claim period.

Once claims are resolved, the final resolution of Phase I will be published, and a new 2 working day period will open for submitting an appeal to the VHIR Internal Scientific Committee (CCI). The CCI will resolve appeals based on its own internal regulations.

7. FORMALISATION AND GRANT DURATION

The acceptance period for the grant shall not exceed 10 calendar days from the date of publication of the final ranking list. In the event of resignation within this 10-day period, the Evaluation Committee may agree to award the grant to the next candidate in accordance with the order established in the final ranking list.

The grant will have a duration of 4 years. Acceptance of the grant will be formalised by the signature of the corresponding employment contract (pre-doctoral modality). The initial contract will have a duration of one year and may be renewed annually, up to a maximum total duration of four years, which cannot be extended within the framework of these grants, starting from the date of signing this contract between the beneficiary and VHIR.

The incorporation of the candidate will be between November 1st 2026 and December 31st 2026 (except for non-EU people that period could be extended until March 1st, 2027).

The resignation from the PhD program will entail the termination of the contract and the loss of the grant.

If the thesis is defended before the four-year period, the contract will be terminated.

8. ECONOMIC AND WORKING CONDITIONS

The VHIR PhD Call 2026 offers 4 fellowships for a 4-year pre-doctoral contract with expenses regulated to “*Estatut del Personal Investigador en Formació*” (EPIF) every year. Approximately, the gross annual salary will be 19.563 € for the first two years, 20.629 € for the third year, and 25.079€ for the fourth year. The Amics del VHIR PhD Call is funded through donations from [Amics del VHIR](#).

Gross salaries come with full social security coverage, and the working conditions at VHIR additionally include the following benefits:

- 23 working days of paid holidays per year plus 9 leave days for personal matters.
- Measures to reconcile work and family life, such as: Maternity and Paternity leave, leave for breastfeeding and flexible schedule working hours.

The beneficiaries of this program will have the right to receive the enrolment amount of the doctorate and of the thesis tutorial for the corresponding course, provided that this enrolment fee is from a public university.

9. RESIGNATIONS AND REPLACEMENTS

In the event that the candidate is a beneficiary of any other type of similar scholarship in the period between the VHIR grant deadline and the six months after the grant is awarded, he/she must resign from the VHIR scholarship, which will be awarded to the first reserve candidate.

The beneficiary of the grant must give written notice to the address ajuts@vhir.org in order to interrupt the VHIR grant. Same procedure must be followed in case of voluntary resignation for any other matter. Failure to comply with this obligation will result in the loss of the grant and the inherent benefits and will generate the right of VHIR to require the candidate to refund the inappropriately paid amounts.

If the resignation occurs within 6 months from the start of the pre-doctoral contract, the Evaluation Committee may agree to substitute the candidate in accordance with the order of the final list.

10. 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, they can accept or reject the grant within the period established in the call.

If the person accepts the given grant and joins VHIR:

- a. Sign the pre-doctoral contract previously indicated and receive the applicable gross annual salary.
- b. To be considered VHIR's employee and researcher for all intents and purposes.
- c. 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 their researcher condition.
- d. 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 VHIR. Nevertheless, the researcher may enjoy the copyright and property rights derived from their research activity as established by both the VHIR in force regulations and current legislation.
- e. 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, occupational risk prevention, and, in general, on any other relevant aspect related to the Foundation.
- f. The beneficiary's scientific production regarding publications and data must be deposited at least into the institutional repositories Scintia and CORA.RDR.
- g. Candidates must hold pre-admission to a doctoral studies programme at the time of starting the grant and should preferably have completed the enrolment process. The predoctoral contract may preferably be formalised once the candidate has provided documentary proof of enrolment in a doctoral programme. However, the contract may also be formalised on the basis of proof of admission to the doctoral programme. In such cases, the candidate must submit proof of enrolment to the Human Resources unit within a maximum period of two months from the contract start date. Candidates are expected to complete the first official enrolment in the doctoral programme no later than December 2026, except in duly justified cases, such as non-EU candidates.
- h. To acknowledge the present PhD fellowship funding in publications and thesis. The following wording should be used: *"This work was supported by the Vall d'Hebron Research Institute (VHIR) through the VHIR PhD Call [Call year] (Grant No. VHIR-PhD-[XXXX])."*
- i. To include the VHIR logo and explicit mention of the PhD fellowship funding in all scientific posters, presentations, and dissemination materials related to the PhD project.
- j. The host PI and the candidate commit to involve the candidate in institutional activities if the VHIR's Direction requires so, including, but not limited to, participation in the VHIR Scientific Day, Amics del VHIR meetings and activities, outreach activities and

participation of the PhD student in VHIR committees and commissions that may require the presence of the predoctoral researchers.

- k. The candidate is expected to complete the VHIR PhD Training Programme before the end of the fellowship. The PhD Training Programme offers a diverse range of training sessions to equip VHIR PhD students with the essential skills to excel in their research and in their future as professionals, in academia and beyond. The programme is designed to address all competence areas outlined in the European Competence Framework for Researchers.

VHIR's rights and obligations are:

- To comply with the rules of the present call.
- 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.
- To comply with the corresponding legal obligations regarding Social Security and Occupational Risk Prevention.
- To offer the researcher those VHIR's own services, according to the Foundation's internal regulations.
- To inform the researcher of all applicable regulations.

11. GRANT COMPATIBILITIES AND INCOMPATIBILITIES

These fellowships are compatible with short stays of a maximum of 6 months to other national or international research centres. The expenses of the internship will not be covered by the fellowship. Special petitions of more than 6 months' stays will be reviewed by the Evaluation Committee.

These grants will be incompatible with any other employment contract.

12. GRANTS MONITORING

The grants will be monitored by VHIR Academia. The beneficiary research staff must participate in the following monitoring instances:

For the annual and final monitoring of the grants, the beneficiary research staff must submit the following documents to VHIR Academia according to the scheduled calendar:

Annual report: a scientific report on the activities carried out by the beneficiary research staff and their results, as well as the work plan for the next year, duly approved by the responsible PI must be presented a year after starting the contract and annually.

Non-presenting or getting an unfavourable evaluation of the annual report will mean the interruption of the grant and may mean the loss of it and its benefits if it is not duly amended at the request of VHIR.

Midterm and final review sessions: both at the equator and the end of the 4 years of grant, the cohort will be invited to a joint session to share progress, impact of the research, and experiences. Beneficiary research staff will be asked to prepare a brief presentation for these sessions.

Review sessions will not be evaluated but will form a final recommendation to the evaluating committee of the beneficiary research staff. Beneficiary also undertakes to provide VHIR with all the information that this may require about the thesis development, relevant accomplishments and merits achieved due to the fellow granted.

Failure to comply with this obligation may result in the loss of the rights to obtain any future grant called by the Foundation.

13. 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 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 Central, 08035 Barcelona) together with a copy of their ID.

Begoña Benito

Director

Vall d'Hebron University Hospital Foundation – Research Institute

Barcelona, July 22th, 2027

Annex 1: Phase 1 evaluation criteria

Candidate's assessment (70%)							
Description					Points		
1. Academic record grades (up to 70 points)		Bachelor's degree with <300 ECTS average grade: 80% of 70 points. Master's degree average grade: 20% of 70 points. University degree studies ≥ 300 ECTS average grade: 100% of 70 points.			Up to 70		
2. Other merits (up to 30 points)	Publications	Up to a maximum of 6 points will be appointed for publications. Indexed publications (original articles and reviews). A maximum of 1 review is accepted. Only publications indexed in the last available JCR version will be accepted. Publications will be scored as follows: Bibliometric parameters including author position, quartile/decile of the journal and type of article (original or review) will weight an 80% of the total score of each publication. The impact narrative will weight a 20% for each publication.			Up to 6		
		Authorship	Cuartil/Decil	Type of article (original or review)		Impact narrative	Maximum score for each publication
		First	D1/Q1 Q2	Original		high/ medium/ low	6 5
		First	D1/Q1 Q2	Review		high/ medium/ low	3 2,5

		Second/Third or subsequent	D1/Q1 Q2	Original	high/ medium/ low	2 1,5		
		Second/Third or subsequent	D1/Q1 Q2	Review	high/ medium/ low	1 0,75		
		Other publications: original articles in Q3 or Q4 journals, non-indexed publications, including book chapters, letters, opinion articles or consortiums' articles will account for 0,5 points per publication.						
	Non-academic internships	Up to 7 points will be scored for extra-curricular internships outside the academic record. It will also be considered as an extra-curricular internship a remunerated contract in a research centre. International internships*: • < 375 h (from 1 to 3 months) = 1,25 • 375-750 h (> 3 to 6 months) = 2,5 • 750 -1500 h (>6 to 12 months) = 5 • >1500 h (>12 months) = 7 National internships: • < 375 h (from 1 to 3 months) = 0,5 • 375-750 h (> 3 to 6 months) = 1,25 • 750 -1500 h (>6 to 12 months) = 2,5						Up to 7

		• >1500 h (>12 months) = 3,5 * Only internships carried out in a country different from that of the institution where the candidate was enrolled at the time of the internship (Bachelor's or Master's) will be considered as international internships.	
	Erasmus+ Mobility Internship	Up to 5 points will be scored for Erasmus+ internships: • Erasmus+ mobility internship duration between ≥ 2 months and ≤ 6 months: up to 2,5 points • Erasmus+ mobility internship duration between > 6 months and ≤ 12 months: up to 5 points Only Erasmus+ mobility internships under <i>Key Action 1: Learning Mobility of Individuals</i> of the <u>Erasmus+ Programme</u> will be considered eligible for evaluation. Activities included under Key Action 2, such as Erasmus Mundus Action, will not be considered.	Up to 5
	Dissemination Activities and Responsible Research and Innovation (RRI)	Participation in scientific dissemination, public engagement, science communication, outreach activities, citizen science initiatives, patient engagement activities, and training or involvement in Responsible Research and Innovation-related topics, including research ethics, integrity, open science, gender equality, diversity and inclusion, sustainability, and FAIR data practices.	Up to 4
	Prizes and Grants	Competitive awards, distinctions, scholarships, fellowships, travel grants, academic excellence awards, research-related grants, and other recognitions obtained on the basis of academic merit, scientific achievements, leadership, innovation, or extracurricular excellence at institutional, regional, national, or international level.	Up to 3
	Congresses	Attendance and/or participation in national or international scientific congresses, including poster presentation in VHIR Scientific Day.	Up to 3
	Other merits	Attendance to seminars, certificates of languages	Up to 2

Annex 2: Phase 2 Evaluation Criteria

Candidate's assessment (30%)		
Description		Points
Scientific communication	Demonstrates clear, structured, and coherent presentation of previous research; communicates complex concepts effectively and accurately; organizes ideas logically with a well-defined narrative; uses appropriate scientific language and terminology; clearly defines objectives, methodology, and expected outcomes; engages with the audience.	Up to 10 points
Critical thinking, initiative and problem-solving	Responds to technical questions accurately and with scientific rigor; critically appraises limitations, risks, and underlying assumptions; demonstrates strong analytical thinking in uncertain or complex scenarios; provides reasoned arguments supported by evidence; proposes feasible alternative approaches or solutions; actively engages in discussion and reflection on the presented research; demonstrates initiative, adaptability, and the ability to address research challenges effectively.	Up to 10 points
Motivation, research potential and teamwork	Articulates a clear and well-founded motivation for doctoral training; demonstrates coherence between prior training, research experience, and future career objectives;	Up to 10 points

	exhibits curiosity, proactivity, and commitment to research; shows self-awareness regarding strengths and development needs; demonstrates the ability to collaborate effectively within multidisciplinary teams, contribute to shared research objectives, and exchange knowledge constructively; evidences potential for autonomy, critical judgement, and growth into an independent researcher.	
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