

Annex I

Process and evaluation criteria phases

URANIUM Series Researcher

REF: SER_URA_032018

SUMMARY OF EVALUATION PHASES AND CRITERIA

VALORACION CANDIDATOS	Puntuación Máxima	CORTE
I.- Lista de Admitidos y Excluidos	-	-
II.- Valoración Curricular	12	7
Formación académica	1	
Experiencia especializada	3	
Méritos científicos y trayectoria investigadora	6	
<i>Publicaciones</i>	<i>3,5</i>	
<i>Dirección y/o participación de proyectos</i>	<i>2</i>	
<i>Demás méritos científicos</i>	<i>0,5</i>	
Movilidad y experiencia internacional	2	
III.- Memoria Científico a desarrollar	8	5
IV.- Entrevista personal	6	4
<u>TOTAL VALORACIÓN</u>	<u>26</u>	<u>16</u>

The following evaluation phases and criteria are established upon a maximum score of 26 points, distributed as follows:

PHASE I: LIST OF ADMITTED AND EXCLUDED CANDIDATES

The Selection Committee will examine the applications received to determine whether they comply with the requirements stated in points 3 (qualification) and 4 (required documentation) herein, formalizing for this purpose a List of Admitted and Excluded Candidates.

Only the applications deemed Admitted on this List, which will be approved by all members of the Selection Committee, will pass on to the later phases.

PHASE II: CV EVALUATION (Maximum 12 points)

The curricular evaluation shall be upon a maximum score of **12** points to be distributed thus:

1. Academic training (maximum 1 point): Required academic training and pre-doctoral research grants/contract.

Qualification and academic training	Maximum score
Doctorate in Geological Sciences, Physics or Chemistry	0.75
1.- B) Doctorate in other areas	0.25
2.- Competitive pre-doctoral grant in the area	0.25
OVERALL MAXIMUM SCORE	1.00

2. Specialist scientific experience (maximum 3 points):

- Post-doctoral research experience in the field of analysis of isotope ratios in Uranium Series: A maximum of 1.5 points will be awarded for the time of experience, and proportional to the same (**max. 1.5 points**).
- Documented experience and technical skills in measuring uranium series isotopes (U, Th) in carbonates (**max. 1.5 points**).

3. Scientific merits and research record in dating using Uranium Series (maximum 6 points): The following aspects will be assessed:

- a. **The Quality of the publications directly relevant to the position (maximum 3.5 points):** The publications will be assessed, with higher scores being assigned to those papers published in journals of recognized prestige included in the lists by scientific area in the *Subject Category Listing* of the *Journal Citation Reports* of the *Science Citation Index* (SCI), up to a maximum of 3.5 points.
- b. **Direction and/or participation in research projects for the development of their line of research (maximum 2 points):** The projects obtained in public and competitive funding calls will be assessed, including those from private foundations of a scientific nature as well as contracts with the public authorities, the number of projects and the scope of the call/funds: International, national, regional or local.
- c. **Other scientific merits (maximum 0.5 points):** The supervision of doctoral thesis and other research work, organization and participation in congresses, courses and seminars, activities related to scientific dissemination, teaching experience and any other merit of a scientific nature stated in the *curriculum vitae*.

The appraisal of the research quality should consider, among other factors, the regularity of the scientific production and the coherence of a well-defined line of research maintained

overtime, although a possible change of line with satisfactory results may not be considered a disadvantage.

- 4. Mobility and international experience (maximum 2 points):** Residencies at Research Centers, Universities, etc... for longer than three months will be considered (0.25 points). For each complete stay of 6 months, 0.5 points will be awarded, up to a maximum of 2 points.

In any case, the evaluation of this entire section (the CV) shall be conducted in accordance with the research profile and line of research required hereunder.

Applicants must obtain a minimum of 7 points in the curricular evaluation to pass to part II of the assessment phase: the Memorandum.

PHASE III: EVALUATION OF SCIENTIFIC MEMORANDUM (maximum 8 points)

Candidates must explain their Scientific Memorandum at a public seminar which will be attended by the members of the Selection Committee. The coherence and originality of the Scientific Memorandum presented, its methodological contributions, the capacity of the candidate to develop them and the match of the project to the capacities and requirements of the Center and its infrastructure will be assessed.

Candidates will be invited by email and/or regular mail to give their public seminar, which is expected to take place on 7th November 2018, at the facilities of the Center.

Applicants must obtain a minimum of 5 points to pass to the next phase of the process.

PHASE IV: PERSONAL INTERVIEW (maximum 6 points)

Candidates who have passed the previous phases will be called for a personal interview (expected to be held the same day as the public seminar), aimed at assessing more accurately their level of the skills required.

The score awarded in phase II, the curricular evaluation, may be rectified if a lack of veracity of the information provided in the CV is subsequently verified.

Applicants must obtain a minimum of 4 points in the interview evaluation to pass this phase.

Each member of the Committee shall score the candidates individually, and the average score calculated to yield the final score in each phase for each candidate.

It shall be considered that the position will be awarded to that candidate who obtains the highest score while exceeding the minima established for each phase, that is, between 16 and 26 points. If no candidate achieves the minimum required score, the position will remain vacant.

Once the selection process is finished, all documentation referring to it shall be returned to the Human Resources Department of the CENIEH, the body responsible for its custody and control.

According to the regulations on data protection, and in particular, article 5.1.f) of the General Data Protection Regulation 2016/679/EU ("GDPR"), members of the Selection Committee are obliged to

maintain confidentiality and professional secrecy with respect to the personal data they may handle as part of their duties in the present selection process.

All members of the Committee have been duly informed of the aforementioned evaluation criteria for assessing the candidacies submitted for the call SER_URA_032018.

In Burgos, 13th August 2018.



Signed: Ms. Maria Martinón Torres
President of the Selection Committee
Director of the CENIEH Consortium