

Annex II

Paleoproteomics Researcher

REF: 02/2024 INVEST. PALEOPROT. TASA

CALL SUMMARY	SCORE	CUTOFF
I.- EXAMINATION PHASE Oral presentation	60 points	30 points
II.- COMPETITIVE MERITS PHASE	40 points	25 points
II.1 Academic merits	Maximum 2 points	
II.2 Specialist scientific experience	Maximum 6 points	
II.3 Scientific merits and research record related to paleoproteomics:	Maximum 16 points:	
a. Scientific contributions related to the position	<i>Maximum 9 points</i>	
b. Direction and/or participation in research projects	<i>Maximum 5 points</i>	
c. Other scientific merits	<i>Maximum 2 points</i>	
II.4 Mobility and international experience	Maximum 2 points	
II.5 Fit with the competences associated to the position	Maximum 14 points	
Interview		
TOTAL SCORE	100 points	55 points

A. SELECTION PROCESS DEADLINES

A.1 Application deadline

Applications may be submitted at any time from publication of notice of the call on the CENIEH website up to April 14th 2024 at 2pm.

A.2 Process phase durations

- The first phase of the selection process, which is compilation of the Final List of Admitted and Excluded Candidates and evaluation of compliance with the minimum requirements, shall last at most 1 month.
- The second and third phases, which are the examination and competitive merits phases, shall last for at most 1 month each.

B. SELECTION COMMITTEE

Ordinary and alternate members for this selection process have been appointed by Management and are listed in Annex I.

The president shall hold a casting vote.



C. POSITION, DUTIES AND COMPETENCES

C.1 Characteristics of the Position

The contract shall be for an indefinite term, with a trial period of six months. The position falls within the Scientific Area. The remuneration of the position will depend upon the merits (experience and CV) of the selected candidate, in accordance with the salary tables in force in the First Collective Agreement of the Consorcio CENIEH published in the Boletín de la Provincia de Burgos, no. 8, on January 12th 2012.

C.2 Duties of the Position

Within the Scientific Area, and reporting to the Paleobiology Coordinator, **the Paleoproteomics Researcher** will undertake the following general tasks, among others:

- Develop the Paleoproteomics line of research, maintaining the capacities and characteristics of the Laboratory up to date, as well as methods to enhance its analytic capacity in the field of molecular paleobiology.

To this end, he/she shall bear the following responsibilities:

- Supervise and direct the research activities of the Paleoproteomics Laboratory.
- Create and implement protocols related to the analysis of ancient proteins.
- Conduct, supervise and develop analyses in the area of paleoproteomics and human evolution.
- In coordination with the Laboratory technician:
 - Collaborate in providing services to users of the CENIEH-ICTS and technical advice about the use and applications of the available and appropriate instrumental techniques, supporting the services. Advise, when requested, on the compilation of reports, and co-sign them where applicable.
 - Comply with good laboratory safety and hygiene practices.
 - Collaborate on the efficacy and continuous improvement of the Laboratory through its Quality Management System.
- Scientific publications, emphasizing quality over quantity: SCI papers, non-SCI papers, books, chapters, etc...
- Direct and/or participate in competitive and unique projects for funding calls, public or private, and/or contracts. Capture external resources that support and enhance their line of research.
- Training and development of in-training research personnel, supervision of doctoral dissertations and master's theses, tutoring, participation in master's and training courses for university personnel, etc...
- Scientific dissemination of their research: participation in conferences, organization of congresses, workshops, events, etc...

- Collaborate on the international profile of the Center working with centers of prestige, integration into international networks, etc...
- Support the infrastructure of the Center, open to the scientific, technological and industrial community.
- In general, furnish support to and facilitate the supervision of the Program Coordinator and the Director.
- Any other tasks proper to their purview or, where appropriate, their professional group, that are necessary to meet the objectives of the position, the Laboratory, and the Center.

From hiring up to December 31st 2025, the main purpose of the appointee's contract shall be the commissioning of the CENIEH's new Paleoproteomics Laboratory, and the development and implementation of the protocols necessary for its operation. During this period and for this purpose, the contract will be **funded by the grant awarded by Resolution of the Subdirección General de Grandes Instalaciones Científico-Técnicas**, dated October 26th 2022, under the Order of May 13th 2022 which approves the offering for 2022 of grants for the Unique Scientific and Technical Infrastructures ("ICTS") under the auspices of the Recovery, Transformation and Resilience Plan ("PRTR"), with the specific award, **reference ICT2022-007840**, for a total sum of €1,053,000, for execution of the memorandum submitted, which includes the hiring of relevant experts for commissioning and development of the Laboratory.

C.3. Competences of the Position

The fundamental competences of the position are:

- Innovation and adaptation
- Planning and organization
- Teamwork
- Proactivity
- Responsibility
- Productivity
- Flexibility
- Capacity for communication
- Linguistic competence in English, equivalent to level B2 of the Common European Framework of Reference for Languages

D. REQUIREMENTS FOR PARTICIPATION AND THEIR ACCREDITATION

To participate in this call, it is indispensable to meet every one of the following requirements by the deadline for applications:

1. Doctorate in Chemistry, Biology, Medicine, or other field of study closely related to the scope of the position.
2. Minimum experience of 2 years of effective postdoctoral experience in a post the same as or similar to that indicated in section C.2, at public or private research, technology, university, R+D+I, or similar centers.



Those who wish to participate in this process should send the following documentation or accreditation:

1. Curriculum vitae detailing the experience required.
2. Memorandum on the scientific interests and research activity to be developed at the CENIEH (max. 2 pages), including their compatibility with the support required for the Laboratory services.
3. Two letters of reference.
4. Employment history issued by the Tesorería de la Seguridad Social and/or equivalent document for professional experience abroad, issued by the host institution, such as hiring letters or similar documentation.
5. Copy of DNI or passport.
6. Doctoral degree certificate for consideration in the selection process.

E. EXAMINATION PHASE

The maximum score for this phase shall be 60 points. It shall be eliminatory.

The candidate shall give an oral presentation in English on the topic: *“Present and future of research in Palaeoproteomics in human evolutionary studies”*, which shall be an exposition of the potential of paleoproteomics for studies of human evolution, and their own contributions and interests for the development of the discipline. The duration of the presentation shall be at most 30 minutes, and it may be followed by questions from the Selection Committee to elicit further the candidate's knowledge with regard to the position.

The points evaluated shall be technical knowledge of the subject, the coherence and uniqueness of its content, the capacity of the candidate to develop the methods and techniques to be used in the research, linguistic competence, and the fit of the presentation to the strategic and scientific mission and vision of the Center.

Candidates will be invited by email and/or regular mail assigning the date and time for this examination, which is expected to take place during the week of May 27th, 2024

This phase shall last at most 60 minutes.

A minimum score of 30 points is required to pass this phase.

F. COMPETITIVE MERITS PHASE

The maximum score for this phase shall be 40 points.

1. Academic merits: Maximum score of 2 points

Evaluation criterion:

- 2 points for doctorate in Chemistry, Biology, Medicine, or other field of study closely related to the scope of the position
- 0.5 points for other doctorates related to the topic

2. Specialized experience (maximum 6 points)



Evaluation criterion:

- Experience in the field of paleoproteomics (0.5 points per year up to a maximum of 3 points).
- Technical experience and skills in developing protocols and processes of sample preparation, extraction and analysis of ancient proteins (0.5 points per year up to a maximum of 3 points).

3. Scientific merits and research record related to paleoproteomics (maximum 16 points).

a. Scientific contributions relevant to the position (maximum 9 points):

Evaluation criterion:

Publications will be appraised, only those published in indexed journals, with special emphasis on the scientific production over the last ten years, taking into account their quality, repercussion, and impact, and their relationship to studies of molecular paleobiology in general and paleoproteomics in particular, with higher scores being assigned to papers published in journals of recognized prestige included in the list by scientific areas in the *Subject Category Listing* of the *Journal Citation Reports*, of the *Science Citation Index (SCI)*.

b. Direction and/or participation in research projects (maximum 5 points):

Evaluation criterion:

The projects obtained in public and competitive funding calls will be assessed, including those from private institutions and foundations of a scientific nature, considering the number of projects, the scope of the call (international, national, regional or local), the amount of the fund and, above all, whether this was in a capacity of leadership/direction or participation.

c. Other scientific merits (maximum 2 points):

The supervision of doctoral dissertations and other research work, the organization and participation in congresses, courses and seminars, activities related to scientific outreach, teaching experience, regularity in scientific production and the coherence of a line of research clearly defined and maintained over the person's career.

4. Mobility and international experience (maximum 2 points):

Evaluation criterion:

Stays at research centers and universities, etc., for periods of at least one month, other than that where the doctoral thesis was pursued, unless this was in a country different from the candidate's nationality, will be evaluated.

5. Fit with the competences associated to the position (maximum 14 points)

Evaluation criterion:



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Candidates will be called for a personal interview at which a series of questions will be put to them directed at evaluating their suitability with regard to the level of the work competences required, to delve into the technical skills accredited, and their fit to the position and the project to be developed, in terms of the following scale:

	<u>SCORE</u>
SPECIFIC COMPETENCES OF THE POSITION	4
TECHNICAL COMPETENCES	4
MEMORANDUM SUBMITTED	6
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	14

This will take place in person or by videoconference, in English, and the maximum duration will be 60 minutes.

The final score of the competitive merits stage shall be the sum of the scores obtained under the different headings, considering that the minimum score necessary for this phase is 25 points.

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