CONSORCIO CENIEH
Centro Nacional de Investigación sobre la Evolución Humana

Annex II

Researcher in Uranium Series dating

REF: 10/2023 Series de Uranio

CALL SUMMARY	SCORE	CUTOFF
I.- EXAMINATION PHASE Practical in-person multi-choice test	**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 8 points**	
II.3 Scientific merits and research record related to dating using radiogenic isotopes:	**Maximum 16 points**	
a. Scientific contributions related to the position	*Maximum 9 points*	
b. Direction and/or participation in research projects	*Maximum 5 points*	
c. Other scientific merits	*Maximum 2 points*	
II.4 Mobility and international stays	**Maximum 4 points**	
II.5 Fit with the competences associated to the position Interview in person or by videoconference	**Maximum 10 points**	
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 November 19th 2023, at 2 pm.

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 the present selection process have been appointed by Management and are listed in Annex I.

The president shall hold a casting vote.

CIF: S0900008D

PASEO SIERRA DE ATAPUERCA, 3 · 09002 BURGOS (España)
TEL: +34 947 040 800 - FAX: +34 947 040 810 · www.cenieh.es

C. POSITION, FUNCTIONS AND COMPETENCES

C.1 Characteristics of the Position

The contract shall be for an indefinite term, with a trial period of six months. The start date shall be, preferably, at the end of 2023. The position falls within the Scientific Area. The professional classification shall be group II (postdoctoral Researcher or Researcher), and the remuneration for the post shall depend on 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 Function of the Position

Within the Scientific Area, and reporting to the Geochronology and Geology Program Coordinator, the person appointed to the post of **Uranium Series dating researcher**, shall perform the following tasks:

- Pursue the Uranium Series dating line of research, keeping the capacities and characteristics of the laboratory, and methods that enhance its analytic capacity in the fields of Geochronology, isotopic geochemistry and the ICTS, up to date.

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

- Supervise and direct the research activities at the Uranium Series Laboratory.
- Create and implant analytical protocols.
- Develop, tune and standardize the analytic procedure for ICP-MS in solution and by laser ablation, to optimize the accuracy and viability of the dating method based on uranium series, as well as to expand its range of application in carbonates.
- Conduct and supervise the development of isotopic analyses for trace and ultra-trace concentrations.
- 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 usable 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.
    - Carry out correct waste management, when appropriate.
    - Participate in the training, outreach and consultancy programs of the Laboratory.

- 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.

CIF: S0900008D

- 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 his/her research: participation in conferences, organization of congresses, workshops, events, etc…
- Collaboration on the international profile of the Center: collaborations with centers of prestige, integration into international networks, etc…
- Supporting the infrastructure of the Center, which is open to the scientific, technological and industrial community.
- In general, to furnish support to and facilitate the supervision of the Program Coordinator and the Director.
- In general, to furnish support to and facilitate the work of the Laboratory Manager.
- Any other tasks proper to their scope or, where appropriate, their professional group, that are necessary to meet the objectives of the position, the Laboratory, and the Center.

C.3. Competences of the Position

The fundamental competences of the position are:

- Planning and organization.
- Ability to work on a team.
- Proactivity.
- Responsibility.
- Ability to learn.
- Flexibility and adaptation to change.
- 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 his call, it is indispensable to meet every one of the following requirements by the deadline for applications:

1.- Doctorate in Geological Sciences, Physics, Chemistry, or 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.

CIF: S0900008D

PASEO SIERRA DE ATAPUERCA, 3 · 09002 BURGOS (España)
TEL: +34 947 040 800 - FAX: +34 947 040 810 · www.cenieh.es

2. Memorandum on scientific interests and the research activity to be pursued at the CENIEH (max. 2 pages), including its 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, or document issued by the institution where the activity took place.
5. Copy of DNI or passport.
6. Doctoral degree certificate to be considered in the selection process.

E. EXAMINATION PHASE

The maximum score for this phase shall be 60 points. It shall be eliminatory. A minimum score of 30 points is required to pass this phase.

It will consist of a single in-person multi-choice test on the following topics:

- Geochronology and time in geology
- Quaternary
- Human evolution

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 Geological Sciences, Physics or Chemistry

   0.5 points for other doctorates related to the topic

2. **Specialized experience: Maximum score 8 points**

   Evaluation criterion:

   - Experience in the field of analyses of radiogenic isotopes (U-Pb, Pb-Pb, or Rb-Sr) for chronometric purposes (0.5 points per year up to a maximum of 2 points).
   - Experience and technical skills in measurement using mass spectrometry for isotopes in the uranium series in carbonates and other materials, and in the preparation of clean room samples (0.5 points per year up to a maximum of 2 points).
   - Experience in laser ablation (0.5 points per year up to a maximum of 2 points).
   - Experience of geochemical applications in inorganic materials (rocks and minerals), including mass spectrometry (TIMS, ICP-MS, MC ICP-MS) and the implementation of new analytic techniques in mass spectrometers (0.5 points per year up to a maximum of 2 points).

3. **Scientific merits and research record related to dating using radiogenic isotopes (maximum 16 points).**

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

Evaluation criterion:

Publications will be appraised, in a single index, 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 Quaternary geochronology, 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 foundations of a scientific nature, considering the number of projects, the scope of the call (international. national, regional or local), the value of the project 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 theses 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 defined and maintained over the career.

4. Mobility and international experience: Maximum score 4 points

Evaluation criterion:

Up to 4 points will be awarded for stays at research centers and universities, etc., for periods of at least three months, other than that where the doctoral thesis was pursued, unless this was in a country different from the candidate's nationality.

5. Fit with the competences associated to the position: Maximum score 10 points

Evaluation criterion:

Candidates will be called for a personal interview at which they shall begin by giving a brief exposition of the scientific project submitted with their application (15 minutes maximum) and a series of questions will be put to them directed at evaluating their suitability with regard to the level of the competences required, their project, their fit for the position, and their knowledge of the English language, according to the following scale:

	SCORE
SPECIFIC COMPETENCES OF THE POSITION	4
PROJECT SUBMITTED	4
LINGUISTIC COMPETENCE (ENGLISH)	2

This will take place in person or by videoconference, in English, and the maximum duration will be 45 minutes.

The final score of the competitive merits phase shall be the sum of those obtained under the different headings, considering that the minimum score to pass this

Firmado por 34995646L MARIA MARTINON (R: S0900008D) el día 24/10/2023 con un certificado emitido por AC Representación

CIF: S0900008D