

## **OFFER OF TEMPORARY EMPLOYMENT**

### **3 POSTDOCTORAL RESEARCHERS - R2 -**

**Ref: 04/2022 ERC-2021-ADG TIED2TEETH**

#### **1. General guidelines**

Dr. Leslea Hlusko is the Lead Researcher (henceforth, "IP") of the project Tied2Teeth: *"Expanding our understanding of human evolution through pleiotropy"* whose objective is to study the influence of the genes acting on dental variation upon aspects of human anatomy, and to apply this to the fossil record of the Iberian Peninsula and eastern Africa.

This project has been selected to receiving financing from the European Research Council (ADG) within the European Union's Horizon 2020 Research and Innovation Program (Grant Agreement no. 101054659).

These funds, which stand at €2,250,000, will be awarded to her project over 5 years starting November 1st, 2022, at the Centro Nacional de Investigación sobre la Evolución Humana (CENIEH).

The project TIED2TEETH will be pursued through an interconnected network of researchers from different fields of paleoanthropology, quantitative genetics, dental anthropology, paleoclimatology, archaeology, and similar disciplines, some of whom will work at the CENIEH and be led directly by the IP, while the rest are external collaborators from different European, American, and African research centers.

The Grant Agreement signed with the European Commission (no. 101054659) includes a specific allocation for hiring 3 postdoctoral researchers, so that these hires will be 100%-financed by the funds of the Project TIED2TEETH.

The selection process will be carried out through the selection by competitive examination system, with respect to the constitutional principles of equality, merit, capacity and transparency, with the valuations and scores specified below, in the corresponding section and annex.

#### **2. Purpose of the contract, duration, and remuneration**

The overall purpose of the 3 contracts will primarily be to conduct research tasks within the project Tied2Teeth, directed at (1) quantitative genetic analysis of craneodental

variation in mandrills, (2) analysis and modeling of dental anthropology data in association with climatological and cultural parameters, and (3) applications to the fossil records of hominids and cercopithecids in eastern Africa and the Iberian Peninsula.

The duration of the 3 contracts is linked to the expected duration of the TIED2TEETH project, which **starts on November 1st 2022 and ends on September 30th 2027**.

The start date for the contract is set at November 1st 2022.

These temporary positions will report to Dr. Leslea Hlusko, the IP of the Project which will finance the entirety of the salary costs of these contracts (gross salary, employer's Social Security contribution, raises and incentives, if applicable, and the appropriate severance pay).

These temporary positions fall within the Research Functional Area, Professional Group II, level B.2, professional category of Postdoctoral Researcher, with a tier 4 complement in conformance with the professional classification and salary tables in force of the First Collective Agreement of the Consorcio CENIEH published in the Boletín de la Provincia de Burgos, No. 8, on January 12th 2012.

The employment contracts to be formalized shall be for a fixed term by virtue of the fifth additional provision of the *Royal Decree-Act 32/2021, of December 28th, covering urgent measures for labor reform, ensuring stability of employment and labor market transformation*, full-time, for 38.5 hours per week, so that according to the tables for 2022 this gross annual remuneration stands at approximately €28,500.

### 3. Requirements of candidates

Applicants must have completed their doctorate no later than June 1st 2022 to be admitted to the process.

Their university training must have been in one of the main areas of the project: anthropology, evolutionary biology, paleontology, or a similar discipline.

The remaining requirements will be assessed as is set out in Annex 1.

In general terms, the following will be assessed for all 3 posts:

- Experience with scientific publications.
- Experience in participation and direction of research projects.
- Experience in implementing statistical analyses; experience with R Studio will be an advantage.
- High level of English (especially speaking).

- Demonstrated commitment to "open science" and responsible scientific promotion and outreach
- Strong organizational skills and in database management.
- Keen interest in working in interdisciplinary environments (in other words, strong capacity to work comfortably and productively in an eminently interdisciplinary environment with colleagues from different scientific specialisms).

In addition, the following will be assessed for each of the 3 posts individually:

- Position 1:
  - Experience in quantitative genetic analysis
  - Experience in processing and analyzing Micro CT data
  - Advanced experience in craneodental variation and evolution in primates
- Position 2:
  - Experience in dental anthropology
  - Experience in developing open scientific databases, websites, platforms and other scientific resources
  - Advanced knowledge of the relevant scientific disciplines
  - Intermediate level of Spanish (to interact with the programmers)
- Position 3:
  - Proven advanced experience in primate paleontology.
  - Experience in the field and/or museums in eastern Africa.

#### 4. **Applications**

Those who would like to participate in this process should send the following documentation, preferably in PDF format, indicating **the reference 04/2022 ERC-2021-ADG TIED2TEETH**, via the CENIEH website, by email to the address [rrhh@cenieh.es](mailto:rrhh@cenieh.es), or else by regular mail to the address Paseo Sierra de Atapuerca 3 - 09002 Burgos, Spain:

1. Curriculum vitae detailing the specific training and experience to be assessed in the process, and list of publications, focusing above all on the points to be evaluated in the process.
2. Letter of motivation with description of scientific interests akin to the project, of maximum size one sheet on both sides (font Arial 11 or equivalent).
3. Documentation accrediting the merits to be assessed pursuant to the evaluation criteria set out in Annex I.
4. Employment history issued by the Tesorería de la Seguridad Social, or equivalent certificates for those who have worked in another country.
5. The names of two people with their contact data to request references.
6. Copy of DNI, NIE, or passport.
7. Academic degree or certification to be considered in the selection process, showing the completion date.

Failure to submit the aforementioned documentation will result in the exclusion of the candidate, although any defect in the documentation may be corrected within the period facilitated for the purpose.

For the purposes of the evaluation process, only the information included in the curriculum vitae by the deadline for submitting applications will be taken into account. Subsequent update of information included in these documents will not be possible. The merits claimed must be held by the deadline and must be appropriately documented for them to be assessed.

Applications may be submitted at any time up to **3 pm (Madrid time) on July 1st 2022**.

#### 5. **Selection committee:**

Management will appoint the members of the Selection Committee who will evaluate the applications received for the positions offered publicly in this call, and who will make a proposal for the award of the aforementioned position.

The composition of the Selection Committee will be based on the principle of a balanced presence of women and men, except for justified and objective reasons duly explained.

The members of the Selection Committee are listed in Annex II.

The Selection Committee is composed of the following members:

1. President: Dr. Leslea Hlusko

2. Member: Dr. María Martínón Torres
3. Member: Dr. José M<sup>a</sup> Bermúdez de Castro
4. Secretary: Carmen Gutiérrez Díez

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

The members of the Selection Committee shall refrain from intervening when the grounds for abstention provided in Act 39/2015, of 1 October, on the Common Administrative Procedure of the Public Authorities, are applicable. Likewise, applicants may challenge the members of the Committee if the aforementioned circumstances apply.

The Selection Committee, pursuant to article 14 of the Constitution of Spain, will ensure strict compliance with the principle of equal opportunities for both sexes.

The personal data of the members of the Selection Committee that may be handled by the Consorcio CENIEH shall be protected by the regulations on the Protection of Personal Data, and processed and incorporated into the "Human Resources" processing activity, for the purposes of this selection process. The legal grounds for the processing of their data shall be the execution of a contract or precontractual measures. The data provided shall be retained for the period necessary to comply with the legal obligations. Data shall not be transferred to third parties except where required by law, and you may lodge any complaint with the Agencia Española de Protección de Datos ([www.agpd.es](http://www.agpd.es)).

According to the regulations on data protection, and in particular, article 5.1.f) of the General Data Protection Regulation 2016/679/EU (the "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 this selection process.

For the purposes of communication and other incidents, as well as to exercise their rights to access, rectification or erasure, restriction of processing, portability and/or opposition, the data subject can contact the data controller: Consorcio CENIEH (Delegado de Protección de Datos), Paseo Sierra de Atapuerca 3, 09002 Burgos, Spain, or [protecciondedatos@cenieh.es](mailto:protecciondedatos@cenieh.es)

## **6. Selection process:**

The Selection Committee will examine the applications received to determine whether they comply with the requirements in point 3 and the documentation in point 4 herein, formalizing for this purpose a *Provisional List of Admitted and Excluded Candidates*.

Candidates will be notified of a period of 5 working days for the correction of documentation, counted from the day following publication of this list, although under no circumstances may this procedure be used to add to, complete, or modify the documentation submitted initially.

Once this period has elapsed, the *Definitive List of Admitted and Excluded Candidates* will be published.

Only the applications that appear as Admitted on this Definitive List, which will be approved by all members of the Selection Committee, will be passed onto the next phase, the curricular evaluation.

The Human Resources Department of the CENIEH will be the body responsible for the custody and control of all documentation related to the selection process.

## **7. Process and valuation criteria phases**

The admitted candidates will begin the selection process according to the phases and valuation criteria established in Annex I.

Each member of the Committee shall score the candidates individually, and the average of each applicant's scores will be obtained. The score can be rectified if the information provided in the CV is subsequently found to be inaccurate.

The position that is the subject of the call will be obtained by the candidate who obtains the maximum score of points according to the evaluation criteria and the procedure established in Annex I.

Should no candidate achieve the minimum required score because the ideal profile to fill the position has not been found, in the opinion of the Committee, the post will remain vacant.

The Committee will record its hiring proposal for the aforementioned position in the Resolution Act, which will include the proposed candidate and two alternates, for subsequent approval by the Director.

Any discrepancies which might arise out of the interpretation or application hereof shall be settled by the Selection Committee.

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

Throughout the selection process, documentation about it shall be available to candidates from the Human Resources Department, which will also inform each applicant about the progress of the process as well as the results obtained. Similarly, any questions or queries about the process shall be addressed to this department.

## **8. Resolution of the selection process**

Once the final hiring resolution has been approved by Management, it will be published on the CENIEH website and in as many places as deemed appropriate.

Human Resources will contact the 3 selected candidates to obtain the necessary documentation for the formalization of the contract.

A greater number of contracts may not be formalized than positions announced (3).

Candidates with academic qualifications obtained abroad, unless these are expressed in ECTS, must also furnish a certified copy of the appropriate ratification of those studies or a copy of the credential accrediting that those studies have been validated, if applicable. If this is not held at the moment of formalization, the applicant will be required to obtain this within the first year.

A fixed-term temporary employment contract will be formalized with each successful candidate, who will have to pass a six-month trial period during which the corresponding supervisor will evaluate their proper performance in the position, and issue the appropriate certification at the end of that period.

In order for the contract to be valid and effective, the proposed candidate must submit to a medical examination by the OHS Service of the CENIEH and be declared "fit" to perform the duties of the position. If the proposed candidate does not submit the appropriate documentation by the deadline set, does not meet the requirements specified, declines the offer, the trial period evaluation is unfavorable, or he/she leaves the post during the first three years, the position may be awarded to the next candidate(s) listed in the Resolution Act. In the event of substitution, the period elapsed shall not be recoverable for the purposes of the duration of the contract, which shall be offered for the time remaining.

Similarly, the list of alternates in the Resolution Act may be used for hiring applicants for other research projects in which the profile and requirements demanded are identical



to those herein, always provided that there are urgent reasons and the envisaged duration of the project in question is less than that remaining for the present one. When the cited list is used to fill posts in research projects other than the present one, it shall be valid for 24 months counted from the publication of the Resolution Act.

The present Call, which exhausts available administrative remedies, may be challenged by filing suit before the Juzgado de lo Contencioso-Administrativo of Burgos, within a period of two months counted from the day following its publication on the CENIEH website. It is also possible to file an appeal for reconsideration with the Director within a period of one month from the day following its publication. In this case, the aforementioned suit before the Juzgado de lo Contencioso-Administrativo may not be filed until the appeal for reconsideration has been expressly resolved, or presumed to have been dismissed.

Similarly, all acts arising out of this Call and the actions taken by the Selection Committee may be challenged in the circumstances and in the manner provided for by the Act 39/2015, of October 1st, on the Common Administrative Procedure for the Public Authorities.

In Burgos,

Signed: Dr. María Martín  
Director of the Consorcio CENIEH