

## **SELECTION PROCEDURE: CALL BASIS and CRITERIA**

<b>POSITION:</b>	Senior geochronology researcher
<b>REFERENCE:</b>	GEOCRON_06/2022
<b>AREA:</b>	RESEARCH.
<b>PROCEDURE:</b>	Public offer of employment.

### **1. General guidelines**

The selection process has been convened for one position of *Senior Scientist for the Geochronology and Geology Program*, a post within the structure and therefore for an indefinite term, by virtue of the nineteenth additional provision section Uno.1 of the Act 22/2021, of December 28th, on the National General Budget for the year 2022, and in accordance with the joint authorization issued by the Ministerio de Hacienda and the Ministerio de Política Territorial y Función Pública, no. 220112\*000846/2022, dated February 25th 2022.

The selection process will be conducted through the competitive merit system, with respect to the constitutional principles of freedom of competition, equality, merit, capacity, publicity, and transparency, with the evaluations and scores specified below, in the corresponding section and annex.

### **2. Purpose of the contract and duties to be performed**

The CENIEH seeks a researcher with an excellent track record of at least 10 years in trapped-charge dating, with specialism in ESR-US (electron spin resonance combined with uranium series) for direct dating of fossils. A research profile combining methodological studies and the application of numerical dating in geoarchaeological contexts is sought. The results of the research should contribute to pinning down the chronology of archaeopaleontological sites, especially ones from the Pleistocene, by developing and applying ESR and uranium series methods to fossil teeth and optically bleached quartz grains. The candidate's scientific activity should be transversal in the field of geochronology, and it should interact with the different lines of research of the program, such as ESR, uranium series, luminescence, cosmogenic nuclides, and/or paleomagnetism.

The person appointed will collaborate on common aspects of the trapped-charge laboratories (ESR, OSL), including measurement, calibration, dosimetry, development of analytic procedures, equipment maintenance, and data processing.

The person should have an interest in developing new methodological studies and, in particular, applying these to direct dating of fossil remains, focusing on enhancing the accuracy and precision, as well as expanding the dating range.



Within the Scientific Area, and reporting to the Geochronology and Geology Program Coordinator, the researcher will undertake the following tasks, among others:

- Develop the electron spin resonance-uranium series (henceforth, ESR-US) line of research, by maintaining the methods to improve analytic capacity in the field of geochronology up to date.
- 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 research staff, supervision of doctoral dissertations and master's theses, tutoring, participation in master's and training courses for university staff, etc...
- Scientific publications, emphasizing quality over quantity: SCI papers, non-SCI papers, books, chapters, etc...
- Scientific dissemination of their research: participation in conferences, organization of congresses, workshops, events, etc...
- Collaboration on the international profile of the Center: working 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.

Any other tasks proper to their scope or, where appropriate, their professional group, that are necessary to meet the objectives of the position, the laboratories, and the Center.

The contract shall be for an indefinite term, with a trial period of six months. The date of incorporation shall be, preferably, at the end of 2022. The position lies within the Scientific Area, Professional Group I, Level A.1, professional category of senior scientist. 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.

### **3. Requirements of candidates**

Minimum requirements that applicants must meet by the deadline for submission of applications:



- Doctorate in Geological Sciences, Physics, Chemistry, prehistory or other areas related to the study of human evolution and Quaternary chronostratigraphy.
- At least 10 years' postdoctoral research experience in trapped-charge dating, with specialism in ESR (electron spin resonance) and uranium series in the area of human evolution and Quaternary chronostratigraphy

Once admitted to the process, the phases and criteria set out in Annex I<sup>1</sup> will be followed.

#### 4. Applications

Those who would like to participate in this process should send the following documentation, indicating the reference of the position applied for, either 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 required experience, including the papers published, the research projects in which they have participated (type of participation, duration, source of funding), and any other relevant information.
2. Scientific Memorandum (maximum 2 pages) which includes the projects and research activity to be conducted at the CENIEH if appointed to the post, and 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, or equivalent certificates for those who have worked in another country.
5. Copy of DNI/NIE or passport.
6. Doctoral degree certificate for its consideration in the selection process.

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 applications will be taken into account. Subsequent update of information included in this will not be possible.

Applications may be submitted at any time up to **2 pm on August 31st 2022**.

#### 5. Selection Committee

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<sup>1</sup> In accordance with the Resolution by the Secretaría de Estado de Función Pública, which approves the common criteria for action in selection processes for entities of the central government public sector.



The Director will appoint the members of the Selection Committee who will evaluate the applications received for the position offered in the public call and who will offer 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.

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

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 members of the Selection Committee shall refrain from intervening when the grounds for abstention provided in the Act 39/2015, of October 1st, 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 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 qualification requirement set out in point 3 herein



and the submission of the documentation required by point 4, formalizing for this purpose a Provisional list of admitted and excluded candidates.

Candidates will be notified of a period of 5 days for the correction of documentation. 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 List, which will be approved by all members of the Selection Committee, will be passed onto the next phase.

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 evaluation criteria phases**

The admitted candidates will begin the selection process according to the phases and evaluation 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 in question will be obtained by the candidate who obtains the highest score according to the evaluation criteria and the procedure established in Annex I.

If no candidate achieves the minimum required score, the position 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.

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, all documentation of the process shall be available to candidates at the Human Resources Department, which will also inform each candidate about the development of the process as well as the results obtained. Similarly, any questions or queries about the process should be addressed to this department.

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

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



Human Resources will contact the selected candidate to obtain the necessary documentation for the formalization of the contract. A greater number of contracts may not be formalized than positions announced.

A permanent employment contract will be formalized with the selected candidate, who will have to pass the six-month trial period during which the Coordinator will evaluate the proper performance of their job.

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.

In the event that the proposed candidate declines, the result of the trial period evaluation is unfavorable, or the post becomes vacant within a maximum period of two years from the Resolution of the Committee, the position may be awarded to the next candidate(s) in the list proposed in 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: Maria Martín Torres

President of the Selection Committee

Director of the CENIEH

CIF: S0900008D