

Annex I

Process phases and evaluation criteria

Senior scientist - Geochronology

REF: GEOCRON_06/2022

SUMMARY OF PHASES AND EVALUATION CRITERIA

CANDIDATE EVALUATION	Maximum score	CUTOFF
I.- List of Admitted and Excluded Candidates	-	-
II.- Curricular Evaluation	10	6
Academic training	2	
Scientific merits and research record	8	
<i>Publications</i>	4	
<i>Direction and/or participation in projects</i>	3	
<i>Other scientific merits</i>	1	
III.- Presentation of Scientific Memorandum (public seminar)	10	5
IV.- Personal interview	5	3
<u>TOTAL EVALUATION</u>	<u>25</u>	<u>14</u>

The following phases and evaluation criteria are established upon a maximum of **25** 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 set out in points 3 (qualification and postdoctoral years) and 4 (documentation) in the call, 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 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 phases.

PHASE II: CURRICULAR EVALUATION (maximum **10** points)

This phase shall account for 40% of the total possible score, and experience in the required professional category shall be the primary criterion.

The curricular evaluation shall be upon a maximum of **10** points, to be apportioned as follows:

1. Academic training (maximum 2 points): Academic training required.

Academic qualification and training	Maximum score
A) Doctorate in Geological Sciences, Physics, Chemistry, prehistory, or other areas related to the study of human evolution and Quaternary chronostratigraphy	2.00
B) Doctorate in other areas	0.25
TOTAL MAXIMUM SCORE	2.00

2. Scientific merits and research record related to spin resonance dating (maximum 8 points). The following aspects will be assessed here:

- a. Scientific contributions **directly relevant to the position (maximum 4 points):** Publications will be appraised taking into account their quality, repercussion and impact, and their relationship to the field of studies of human evolution and Quaternary chronostratigraphy, 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 related to the spin resonance dating line of research in the field of human evolution and Quaternary chronostratigraphy (maximum 3 points):** The projects obtained and funds attracted in public and competitive funding calls will be assessed, including those from private foundations of a scientific nature, as will the number of projects, the scope of the call/funds (international, national, regional, or local) and the amount.
- c. **Other scientific merits (maximum 1 point):** Mobility (work or stays at national and foreign research centers), supervision of doctoral dissertations and other research work, organization and participation in conferences, courses, and seminars, activities related to scientific outreach, teaching experience, and any other merit of a scientific nature set out in the curriculum vitae.

The appraisal of the research quality will also take into account the regularity of the scientific production and the coherence of a well-defined line of research maintained over time, although a possible change of line with satisfactory results need not be considered a disadvantage.

Applicants must obtain a minimum of 6 points in the curricular evaluation to pass to the next phase.

In phases III and IV, candidates' technical competence, knowledge, aptitudes, and professional experience will be assessed. The two phases together represent 60% of the total available score.

PHASE III: PRESENTATION OF SCIENTIFIC MEMORANDUM (maximum **10** points)

Candidates must present their Scientific Memorandum (maximum 2 pages), including the projects and research activity to be conducted at the CENIEH if appointed to the post. The coherence and originality of the Scientific Memorandum presented, its methodological contributions, the capacity of the candidate to develop them and, especially, the match of the project to the mission and vision of the Center and the requirements of the ICTS will be assessed.

The memorandum shall be presented at a public seminar attended by the members of the Selection Committee, who shall pose a round of questions to each speaker after their presentation. Candidates will be invited by email and/or regular mail to give their public seminar, which is expected to take place at the Center in the **first half of October 2022**, either in person or by videoconference.

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

PHASE IV: PERSONAL INTERVIEW (maximum **5** points)

Candidates who have passed the previous phase will be called for a personal interview aimed at assessing more accurately their level of the required skills, including their suitability for the post, their capacity to adapt to the Center's organization and procedures, and their knowledge of the English language. This is expected to be either on the same day as the public seminar or the following day.

It will take place in person or by videoconference, the maximum duration will be 45 minutes, and it will be conducted in both English and Castilian, interchangeably.

The score awarded in phase II, the curricular evaluation, may be rectified if it is subsequently verified that the information provided in the CV is inaccurate.

Applicants must obtain a minimum of 3 points in the interview evaluation to pass this phase.

Each member of the Committee shall score each candidate individually, with the average of each applicant's score being calculated to yield their final score for each phase.

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 14 and 25 points.

If no candidate achieves the minimum required score, the position will remain vacant.



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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.

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.

All members of the Committee have been duly informed of the aforementioned evaluation criteria for assessing the candidacies submitted for the call *GEOCRON_06/2022*.

In Burgos, July 19th 2022

Signed: Maria Martín Torres
President of the Selection Committee

CIF: S0900008D