

## Annex I

### Process and evaluation criteria phases

#### **1 POSTDOCTORAL RESEARCHER (R2)**

**REF: 09/2022 ERC-2021-STG PEOPLE**

The following evaluation phases and criteria are established upon a maximum of 24 points, distributed as follows:

CANDIDATE EVALUATION	Maximum Score	CUTOFF
<b>I.- List of Admitted and Excluded Candidates</b>	-	-
<b>II.- Curricular Evaluation</b>	<b>12</b>	<b>7</b>
1. Academic training	2	
4. Work experience	10	
<b>III.- Personal interview</b>	<b>12</b>	<b>7</b>
<b><u>TOTAL ASSESSMENT</u></b>	<b><u>24</u></b>	<b><u>14</u></b>

#### **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 (university training and minimum professional experience, where applicable), and 4 (documentation required), in the offer of employment, formalizing for this purpose a List of admitted and excluded candidates.

A period of 5 days will be facilitated for the correction of documentation or the arguments applicants deem relevant. Once this period has elapsed, the Definitive List of Admitted and Excluded Candidates will be published.

Only the applications that are listed as Admitted on this list will be passed onto the next phases, which will be approved by all members of the Selection Committee.

#### **PHASE II: CURRICULAR EVALUATION**

The curricular evaluation will be based upon a maximum of 12 points, to be distributed thus:

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

Academic qualification and training	Maximum score
A) Doctorate in archaeology, quaternary science, human paleoecology or anthropology	2.00
B) Other doctorates	0.50
<b>TOTAL MAXIMUM SCORE</b>	<b>2.00</b>

Form of accreditation: Photocopy of university degree or certification, stating the completion date (viva voce), to be considered in the selection process.

**2. Scientific merits and research record (maximum 10 points):**

The following will be assessed for all candidates:

- a. The quality of the scientific contributions **in relation 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 **lithic technology**, 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)*, and especially articles dealing with traditional linear metrics and 3D geometric morphometric analysis of lithic artifacts.
- b. **Participation in multidisciplinary research projects related to the field of research (maximum 2.5 points)**: Participation in projects and the attraction of funds in public and competitive calls will be assessed, including those from private foundations of a scientific nature, with the number of projects, the scope of the call (international, national, regional or local), and the amount, being considered.
- c. **Mobility and international experience (maximum 2.5 points)**: Stays longer than 3 months at Research Centers and Universities, as well as at sites or in excavation campaigns, etc. will be considered (0.25 points). Each research stay over 6 months will receive 0.5 points, up to a maximum of 2.5 points.
- d. **Other scientific merits (maximum 1 point)**: Organization and participation in congresses, courses, and seminars, activities related to scientific outreach,

teaching experience, and any other merit of a scientific nature set out in the *curriculum vitae* will be assessed.

The evaluation of this entire section (the CV) shall be conducted in accordance with the research profile, the line of research required in this call, and the letter of motivation.

Form of accreditation: 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) This will be checked against the employment history issued by the Tesorería de la Seguridad Social or the equivalent certificate if the candidate has worked in another country.

Applicants must obtain a minimum of 7 points in the curricular evaluation (out of a possible total of 12) to pass to the next phase of the process.

### **PHASE III: PERSONAL INTERVIEW**

The personal interview will be based upon a maximum of 12 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, suitability for the post and knowledge of the English language (maximum 3 points).

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

Reference letters will be verified in advance for a better understanding of the candidate's experience and skills.

The score can be rectified if it is subsequently verified that the merits claimed in the CV and the memorandum are inaccurate.

Applicants must obtain a minimum of 7 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 in each profile while reaching the minima established for each phase, that is, between 14 and 24 points.

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

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 **09/2022 ERC-2021-STG PEOPLE**.

In Burgos,

Signed: Dr. María Martín-Torres  
Director of the CENIEH