

Annex I

Process and evaluation criteria phases

3 POSTDOCTORAL RESEARCHERS (R2)

REF: 04/2022 ERC-2021-ADG TIED2TEETH

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

CANDIDATE EVALUATION	Maximum Score	CUTOFF
I.- List of Admitted and Excluded Candidates	-	-
II.- Curricular Evaluation	12	7
1. Academic training	3	
4. Work experience	9	
III.- Personal interview	12	7
TOTAL ASSESSMENT	24	14

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 11 points, to be distributed thus:

1. Academic training (maximum 3 points):

Academic qualification and training	Maximum score
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A) Doctorate in anthropology, evolutionary biology, or paleontology	3.00
B) Other doctorates	0.50
TOTAL MAXIMUM SCORE	3.00

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 9 points):

The following will be assessed for all candidates (maximum 7 points):

- a. The quality of the scientific contributions **in relation to the position (maximum 2.5 points):** Publications will be appraised taking into account their quality, repercussion, and impact, and their relationship to the field of studies **of human evolution**, 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. **Participation in multidisciplinary research projects related to the field of biological anthropology (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. **Other scientific merits (maximum 2 points):** 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*.

In addition, the following will be assessed for each of the 3 positions individually (maximum 2 points):

- Position 1:
 - Experience in quantitative genetic analysis (max. 0.25)
 - Experience in processing and analyzing Micro CT data (max. 0.25)
 - Advanced experience in craneodental variation and evolution in primates (max. 1.50)

- Position 2:
 - Experience in dental anthropology (max. 0.75)
 - Experience in developing scientific databases, websites, platforms and other scientific resources (max. 0.50)
 - Advanced knowledge of the relevant scientific disciplines (max. 0.50)
 - Intermediate level of Spanish (max. 0.25)
- Position 3:
 - Proven advanced experience in primate paleontology (max. 1.00)
 - Experience in the field and/or museums in eastern Africa (max. 1.00)

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.

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 **04/2022 ERC-2021-ADG TIED2TEETH**.

In Burgos,

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