CENIEH
Centro Nacional de Investigación sobre Evolución Humana

European Research Council
Established by the European Commission

Annex I

Process phases and evaluation criteria

POSTDOCTORAL RESEARCHER

Ref: 01/2023 ERC-2020-STG DEATHREVOL

The following phases and evaluation criteria are established upon a maximum of 18 points, distributed as follows:

CANDIDATE EVALUATION	Maximum score	CUTOFF
I.- List of Admitted and Excluded Candidates	-	-
II.- Curricular Evaluation	**10**	**6**
1. Academic training	2	
2. Professional and scientific career	8	
III.- Personal interview	**8**	**5**
TOTAL EVALUATION	**18**	**11**

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 (training and minimum professional experience) and 4 (documentation required) herein, 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 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

The curricular evaluation will be upon a maximum of 10 points to be distributed thus:

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

Academic qualification and training	Maximum score
A) Doctoral degree in Engineering, Mathematics or Computer Science	2.00
B) Other degrees	0.50
TOTAL MAXIMUM SCORE	**2.00**

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

2. Professional and scientific career (maximum 8 points):

Previous work experience in the public and/or private spheres and scientific career shall be assessed as follows:

PROFESSIONAL AND SCIENTIFIC CAREER	Maximum score
1.- Experience in the methodology of machine learning supported by **scientific publications**. High-impact publications according to the JCR shall be especially considered.	4.50
2.- **Mobility and international experience.** Residencies at Research Centers, Universities, etc… for longer than three months will be considered (0.25 points). A total of 0.5 points will be awarded for each completed stay of 6 months, up to a maximum of 2 points.	2.00
3.- **Other merits** in the area of practical applications of predictive models in different disciplines (awards, courses, conferences).	1.00
4.- Experience in scientific outreach activities	0.50
MAXIMUM TOTAL	**8.00**

Form of accreditation: 1) Curriculum vitae detailing the training and experience relevant to the position, 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 justification if the candidate has worked in another country), and the letter of reference.

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

PHASE III: PERSONAL INTERVIEW

The personal interview will be based upon a maximum of 8 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.

This 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 letters of reference will be collected beforehand to enhance the Committee's knowledge of the experience and competences of the candidate.

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 5 points in the interview evaluation to pass this phase.

Each member of the Committee shall score the candidates individually, with the average being calculated to yield the final score for each phase.

The position offered will be considered to have been won by the candidate who obtains the highest score while passing the minima set for each phase: in other words, in the range 11 to 18 points.

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

Once the selection process has 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 **01/2023** ***ERC-2020-STG DEATHREVOL.***

In Burgos,

Firmado por ***9564** MARIA MARTINON (R: ****0008*) el día 20/02/2023 con un certificado emitido por AC Representación

Signed: Dr. María Martinón-Torres

Director of the CENIEH