

Annex 1

PROCESS PHASES AND VALUATION CRITERIA

Researcher in Dental Anthropology

REF. AD 09/ 2019

SUMMARY OF PHASES AND VALUATION CRITERIA

CANDIDATE ASSESSMENT	Maximum points	Minimum Pass
1. List of Admitted and Rejected		
II. Curriculum evaluation	9	5
Academic History	1	
Scientific merits and research trajectory	6	
Publications	3	
Management or participation in projects	2	
Other scientific achievements	1	
Mobility and international experience	2	
III Scientific Record	8	5
VI. Personal Interview	6	4
<u>TOTAL ASSESSMENT</u>	<u>23</u>	<u>14</u>

The following phases and assessment criteria are established on a maximum of 23 points, distributed as follows:

PHASE 1: LIST OF ADMITTED AND EXCLUDED APPLICANTS

The Selection Committee will examine the applications received to determine whether they meet the requirements indicated in point 3 (qualification requirement) and point 4 (required documentation) of the rules, formalizing for this purpose a provisional list of admitted and excluded candidates. Candidates will be notified within 5 days to correct any documentation.

After this, the final list of admitted and excluded candidates will be published.



Only the applications that appear as Admitted in this List will be passed to the following phases, which will be approved by all the members of the Selection Commission.

PHASE II: CURRICULAR ASSESSMENT (Maximum 9 points)

The curricular assessment will be total a maximum of 9 points to be distributed in:

1. Academic training (maximum 1 point): Academic training

Degree and academic training	Maximum score
1.a) Doctor of biology, medicine or humanities	0.50
1.b) Doctor in other areas	0.25
2. Doctoral thesis in the area of Dental Anthropology	0.50
TOTAL MAXIMUM POINTS	1.00

2. **Scientific merits and research trajectory related to dental anthropology (maximum 6 points):**

- a. Scientific contributions in relation to the subject matter (maximum 3 points): Publications will be assessed, valuing the quality, the reaction, and impact thereof, as well as their contribution in said publications, with higher scores for those articles published in journals of recognized prestige, included in the lists by scientific fields in the Subject Category Listing of the Journal Citation Reports of the Science Citation Index (SCI).
- b. The direction and / or participation in research projects with special emphasis on the study of human and Quaternary evolution (maximum 2 points): Projects obtained in public and competitive calls will be assessed, including those of private foundations of a scientific nature, valuing the number of projects, the scope of the invitation / background: international, national, regional or local), its role (IP, research team member) and economic amount received for the execution of the project.
- c. **Other scientific merits (maximum 1 point):** The direction of doctoral thesis and other research, organization and participation in congresses, courses and seminars, activities related to scientific dissemination, teaching experience and any other scientific merit that is recorded in the curriculum vitae will be assessed.

3. Mobility and international experience (maximum 2 points): Time spent in research centers, universities, etc... longer than 3 months will be taken into account (0.25 points). For each full 6-month period, 0.5 points will be scored, with a maximum 2 points.

The assessment of research quality will also take into account the regularity in scientific production and the coherence of a well-defined and maintained line of research over time, without which a possible change of line with satisfactory results may be considered as a demerit.

Applicants must have obtained a minimum of 5 points in the curricular assessment to pass to Part II of the assessment: The Report.

PHASE III: VALUATION OF THE SCIENTIFIC MEMORY (Maximum 8 points)

Candidates must submit a scientific report (maximum 2 pages) that includes the projects and research activity to be carried out at CENIEH to secure the position. The coherence and uniqueness of the scientific report presented, the candidate's ability to develop the methods and techniques used in the research that he wishes to develop, will be assessed. The ability to develop an international research program with fundraising and student supervision will be taken into account, as well as the adequacy of the project to the mission and vision of the Center and its contribution to the ICTS.

The report will be presented in a public seminar attended by the members of the Selection Committee. The candidates will be summoned by email and / or regular mail for the realization of the public seminar that is expected to take place the week of March 23, 2020 at the facilities of the Center.

Applicants must obtain at least a minimum of 5 points in order to pass to the following phase of the process.

PHASE IV: PERSONAL INTERVIEW (Maximum 6 points)

Candidates who have passed the two previous phases will be called to attend a personal interview (probably on the same day of the public seminar) aimed at assessing more precisely the level of the required competencies, including the ability to adapt to the procedures of the organization and Center and ICTS.

The score awarded in phase II, the curricular assessment, may be rectified if the lack of veracity of the data provided in the CV was subsequently verified.

Applicants must obtain a minimum of 4 points in the interview assessment interview in order to pass this phase.

Each member of the Commission must individually score the candidates, with the average of the scores being used to obtain the final score in each phase.

It is foreseen that the advertised position will be obtained by that candidate who obtains the maximum score, exceeding the minimum established in each phase, that is, between the range of 14 to 23 points.

If no candidate achieves the minimum required number of points, the position will remain vacant.

Once the selection process has been completed, all the documentation referred to must be returned to the Human Resources department of CENIEH, the body responsible for its custody and control



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According to the data protection regulations, and especially Art. 5.1.f) of the European Data Protection Regulation 2016/679 EU, the members of the Selection Commission are obliged to confidentiality and professional secrecy regarding personal data that could be used in carrying out their functions in the present selection process.

The evaluation criteria described above for the assessment of the applications submitted for the AD_09 / 2019 invitation are known to all members of the Commission.

At Burgos, 20 December 2019.



Signed D. Carlos de Quevedo Puente
Managing Director, CENIEH

CIF: S0900008D