

OFFER OF EMPLOYMENT FOR ONE POSTDOCTORAL RESEARCHER IN MIDDLE PLEISTOCENE ARCHAEOLOGY FUNDED BY THE RESEARCH PROJECT CEN154P20

Ref: 08/2020 - INV01CEN154P20

1. General guidelines

Dr. Manuel Santonja is the Lead Researcher (henceforth, "PI") for the project *Tradition, evolution and coexistence at Paleolithic technocomplexes of the Iberian Peninsula Middle Pleistocene* (Ref.CEN154P20), which, through the Order EDU/1192/2020, of November 4th (BOCyL no. 231, of November 6th), has been selected and approved to receive grants from the support program for research projects co-financed by the **ERDF**, under the auspices of the Order of May 5th 2020, by the Consejería de Educación of the Junta de Castilla y León, as modified by the Order of October 30th 2020.

The project started on 01/11/2020 and runs until 31/10/2023, and will be conducted at the Centro Nacional de Investigación sobre la Evolución Humana (CENIEH).

The funds awarded envisage the hiring of 2 postdoctoral researchers, from January 1st, for a term of 24 months.

The objective of this offer of employment is to launch the selection and hiring process for the first of the hires envisaged for the cited Project, for **one postdoctoral researcher specialized in Middle Pleistocene archaeology of the Iberian Peninsula**, which will be 100%-funded by the cited Project.

The selection process will be carried out through a public offer of employment and the competitive merit system, respecting the constitutional principles of equality, merit, capacity and transparency, with the valuations and scores specified below, in the corresponding section and annex.

2. Purpose of the contract, duration and remuneration

The overall purpose of the contract will primarily consist of conducting research tasks within the research project *Tradition, evolution and coexistence at Paleolithic technocomplexes of the Iberian Peninsula Middle Pleistocene* (Ref.CEN154P20), directed at furthering interpretation of the technological strategies and the economy of raw materials employed in manufacturing the stone tool assemblages of the period indicated, as well as in defining the nature and significance of the archaeological sites to be studied under the auspices of the cited Research Project. In view of this, a researcher with experience in studying Acheulean and Early Middle Pleistocene sites in the Iberian

Peninsula is sought, who should also possess experience in directing interdisciplinary research projects and teams, accredited practice in the application of current methodologies to the analysis and interpretation of sites from these periods, and with proven capacity to comprehend and analyze the current key research issues for the Early and Middle Paleolithic in a European and African context.

The employment contract to be formalized shall be an SECTI (Spanish Science, Technology and Innovation System) access contract in the sense of article 22 of the Act 14/2011, shall be full-time, and for a period of 24 months from the date of incorporation, which has been set at February 1st 2021.

This post will report to the PI of the Project which is financing the entirety of the salary costs this contract generates (gross salary, employer's Social Security contribution, raises and incentives, if applicable) and falls within the Research Functional Area, Professional Group II, Level B.2, professional category of postdoctoral researcher, in accordance with the professional classification and salary tables in force in the First Collective Agreement of the Consorcio CENIEH published in the Boletín de la Provincia de Burgos, No. 8, on January 12th 2012.

The remuneration is established at around €30,400 gross per annum which, together with the Social Security costs for which the CENIEH is responsible, equals the annual grant set at €40,000 in the call basis of the Order dated May 5th 2020, by the Consejería de Educación of the Junta de Castilla y León.

3. Requirements of candidates

Requirements that applicants must meet by the deadline for submission of applications for them to be admitted to the selection process:

- Doctorate in History, Archaeology, Humanities or similar discipline.

Once admitted to the process, the following aspects detailed in Annex I will be evaluated in particular:

- Experience and postdoctoral research record in the field of Prehistory/Paleolithic Archaeology.
- Experience in studying Acheulean and Early Middle Paleolithic sites in the Iberian Peninsula from a geoarchaeological perspective
- Experience in techno-economic analysis of the lithic industry
- Knowledge of methodological approaches to interpretation of the activities conducted at the sites,
- Capacity to comprehend and analyze the current key research issues in a European and African context.
- Experience in participation/direction of research projects and teams.

- Personal skills and ability to interact with scientists, technicians or users from different disciplines.
- Level B2 of English and Spanish.

4. Applications

Those who would like to participate in this process should send the following documentation, indicating **the reference 08/2020 - 01CEN154P20**, via the CENIEH website, by email to the address rrhh@cenieh.es, or else by regular mail to the address Paseo Sierra de Atapuerca, nº 3, 09002 Burgos, Spain:

1. Curriculum vitae detailing the specific training and experience to be assessed in the process.
2. Memorandum appraising the current state of research into the Early and Middle Paleolithic during the Iberian Peninsula Middle Pleistocene from the perspective offered in the title of the project, "Tradition, evolution and coexistence at Paleolithic technocomplexes of the Iberian Peninsula Middle Pleistocene" (font size Arial 11 or equivalent, max. 2 pages).
3. Employment history issued by the Tesorería de la Seguridad Social, or equivalent certificates for those who have worked in another country.
4. Copy of DNI, NIE or passport.
5. Doctoral certificate which is to be considered in the selection process stating the date of completion. Applicants with qualifications obtained abroad must also furnish a certified copy of the appropriate ratification of those studies or a copy of the credential accrediting that those studies have been validated, if applicable.

Failure to submit the aforementioned documentation will result in the exclusion of the candidate, although any defect in the documentation may be corrected within the period facilitated for the purpose.

For purposes of the evaluation process, only the information included in the curriculum vitae by the deadline for submitting applications will be taken into account. Subsequent update of information included in these documents will not be possible. The merits claimed must be held by the deadline for applications and must be appropriately documented for them to be assessed.

Applications may be submitted at any time up to **9 pm on December 20th 2020, inclusive**.

5. Selection Committee

Management will appoint the members of the Selection Committee who will evaluate the applications received for the position offered in this public call and who will make a proposal for the award of the aforementioned position.

The composition of the Selection Committee will be based on the principle of a balanced presence of women and men, except for justified and objective reasons duly explained.

The appointment of the members of the Selection Committee appears in Annex II.

The Selection Committee is composed of the following members:

1. President: Dr. Manuel Santonja Gómez
2. Member: Dr. Mohamed Sahnouni
3. Member: Dr. Joseba Ríos Garaizar
4. Secretary: Carmen Gutiérrez Díez

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

The members of the Selection Committee shall refrain from intervening when the grounds for abstention provided for in the Act 39/2015, of October 1st, on the Common Administrative Procedure of the Public Authorities, are applicable. Likewise, applicants may challenge the members of the Committee if the aforementioned circumstances apply.

The Selection Committee, pursuant to article 14 of the Constitution of Spain, will ensure strict compliance with the principal of equal opportunities for both sexes.

The personal data of the members of the Selection Committee that may be handled by the Consorcio CENIEH shall be protected by the regulations on the Protection of Personal Data, and processed and incorporated into the "Human Resources" processing activity, for the purposes of this selection process. The legal grounds for the processing of their data shall be the execution of a contract, or precontractual measures. The data provided shall be retained for the period necessary to comply with the legal obligations. Data shall not be transferred to third parties except where required by law, and you may lodge any complaint with the Agencia Española de Protección de Datos (www.agpd.es).

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.

For the purposes of communication and other incidents, as well as to exercise their rights to access, rectification or erasure, restriction of processing, portability and/or

opposition, the data subject can contact the data controller: Consorcio CENIEH (Delegado de Protección de Datos), Paseo Sierra de Atapuerca 3, 09002 Burgos, Spain, or protecciondedatos@cenieh.es.

6. Selection process

The Selection Committee will examine the applications received to determine whether they comply with the requirements given in point number 3 and the documentation in point number 4 of this 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, counted from the day following publication of this list, although under no circumstances may this procedure be used to add to, complete or modify the documentation submitted initially.

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 Definitive List, which will be approved by all members of the Selection Committee, will be passed onto the next phase, the curricular evaluation.

The Human Resources Department of the CENIEH will be the body responsible for the custody and control of all documentation related to the selection process.

7. Process Phases

The admitted candidates will begin the selection process according to the phases and evaluation criteria established in Annex I.

Each member of the Committee shall score the candidates individually, and the average of each applicant's scores obtained. The score can be rectified if it is subsequently verified that the information provided in the CV is inaccurate.

It shall be considered that the position will be awarded to that candidate who obtains the highest score according to the evaluation criteria and the procedure established in Annex I.

Should no candidate achieve the minimum required score because the ideal profile to fill the position has not been found, in the opinion of the Committee, the post will remain vacant.

The Committee will record its hiring proposal for the aforementioned position in the Resolution Act, which will include the proposed candidate and two alternates, for subsequent approval by the Director.

Any discrepancies which might arise out of the interpretation or application hereof shall be settled by the Selection Committee.

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.

Throughout the selection process, documentation about it shall be available to candidates from the Human Resources Department, which will also inform each applicant about the progress of the process as well as the results obtained. Similarly, any questions or queries about the process shall be addressed to this Department.

8. Resolution of the selection process

Once the final hiring resolution has been approved by Management, it will be published on the CENIEH website and in as many places as deemed appropriate.

Human Resources will contact the selected candidate to obtain the necessary documentation for the formalization of the contract. A greater number of contracts may not be formalized than positions announced (1).

A temporary employment contract, which shall be an SECTI (Spanish Science, Technology and Innovation System) access contract in the sense of article 22 of the Act 14/2011, will be formalized with the successful candidate, who will have to pass a three month trial period during which the corresponding supervisor will evaluate their proper performance in the position, and issue the appropriate certification at the end of that period.

In order for the contract to be valid and effective, the proposed candidate must submit to a medical examination by the Prevention Service of the CENIEH and be declared "fit" to perform the duties corresponding to the position.

In the event that the proposed candidate does not submit the appropriate documentation by the deadline set, declines the offer, the result of the evaluation of the trial period is unfavorable, or he/she leaves the post prior to its expiry, the position may be awarded to the next candidate(s) in the list set out in the Resolution Act. In the event of replacement of the holder, the period elapsed shall not be recoverable for the purposes of the duration of the contract, which will be formalized for the time remaining.

In accordance with section 9.5 of the *Order of May 5th 2020, by the Consejería de Educación, calling for grant applications for the support program for research projects co-financed by the European Regional Development Fund*, substitution of the engaged postdoctoral researcher is admitted should the contract terminate through resignation prior to the end of the funding eligibility period, and this person may be replaced by another researcher satisfying the requirements set out in section 3 above. This incident

must be notified to the Dirección General de Universidades e Investigación. If a new SECTI access contract cannot be formalized because it would be for less than twelve months, a different contract charged to the project will be signed until the end of the funding eligibility period, including the complete months.

The present Call, which exhausts available administrative remedies, may be challenged by filing suit before the Juzgado de lo Contencioso Administrativo of Burgos, within a period of two months counted from the day following its publication on the CENIEH website. It is also possible to file an appeal for reconsideration with the Director within a period of one month from the day following its publication. In this case, the aforementioned suit before the Juzgado de lo Contencioso Administrativo may not be filed until the appeal for reconsideration has been expressly resolved, or presumed to have been dismissed.

Similarly, all acts arising out of this Call and the actions taken by the Selection Committee may be challenged in the circumstances and in the manner provided for by the Act 39/2015, of October 1st, on the Common Administrative Procedure for the Public Authorities.

In Burgos, on December 1st 2020

Signed: María Martín
Director of the CENIEH

