

## Annex I

### Process and evaluation criteria phases

#### 1 POSTDOCTORAL RESEARCHER (R2)

**REF: 04/2023 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
<b>I.- List of Admitted and Excluded Candidates</b>	-	-
<b>II.- Curricular Evaluation</b>	<b>12</b>	<b>7</b>
1. Academic training	3	
2. Scientific merits	6	
3. Work experience	3	
<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.

### **FASE II: CURRICULAR EVALUATION**

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

## 1. Academic training (máximo 3 points):

Academic qualification and training	Maximum score
A) Doctorate in anthropology, evolutionary biology, or paleontology	2,50
B) Other doctorates	0,50
<b>TOTAL MAXIMUM SCORE</b>	<b>3,00</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 6 points):

The following will be assessed for all candidates:

- a. The quality of the scientific contributions **in relation to the position (maximum 2 points)**: Publications will be appraised taking into account their quality, repercussion, and impact, and their relationship to the field of studies of **dental anthropology**, 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 dental anthropology (maximum 1 point)**: Participation in collaborative research projects related to dental anthropology are valued higher than participation in projects that are only tangentially related. Evidence of project completion, either through publication or presentation at professional conferences (by the applicant) will be valued more highly.
- c. **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. Candidates need to explain how these experiences articulate with dental anthropology in their cover letter (letter of motivation).
- d. **Mobility and international experience (maximum 2 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 points.

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.

### 3. Work experience (maximum 3 points):

The following will be assessed for all candidates:

- a. **Hands-on experience with the ASUDAS dental morphology scoring system (maximum 2 points):** Candidates who have implemented the ASUDAS system personally and who have applied it across multiple populations will be scored more highly.
- b. **Experience in dental anthropology applied settings (maximum 1 points):** Value will be added to the candidate's application if they have worked with dental anthropology data in applied settings, such as forensic analyses and/or archaeological site interpretation.

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 (cover letter) 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.

## FASE 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 **04 ERC-2021-ADG TIED2TEETH**.

In Burgos,

Fdo.: Dr. María Martín-Torres

Directora CENIEH