



## Annex II

### Experimental Archaeology Laboratory Technician

**REF: 07/2024 TECN ARQUEOL EXPER. TASA**

<b>CALL SUMMARY</b>	<b>SCORE</b>	<b>CUTOFF</b>
<b>I.- EXAMINATION PHASE</b> Practical exercise (maximum 50 points) English test (maximum 10 points)	<b>60 points</b>	<b>30 points</b>
<b>II.- COMPETITIVE MERITS PHASE</b> II.1 Qualification (max. 2 points) II.2 Specialist training (max. 5 points) II.2 Professional experience (max. 15 points) II.3 Competences associated to the duties (max. 18 points)	<b>40 points</b>	<b>25 points</b>
<b>TOTAL SCORE</b>	<b>100 points</b>	<b>55 points</b>

CIF: S0900008D

#### **A. SELECTION PROCESS DEADLINES**

##### **A.1 Application deadline**

Applications may be submitted at any time from publication of the notice on the CENIEH website up to September 18th 2024 at 2 pm.

##### **A.2 Process phase durations**

- The first phase of the selection process, which is compilation of the Final List of Admitted and Excluded Candidates and evaluation of compliance with the minimum requirements, shall last at most 1 month.
- The second and third phases, which are the examination and competitive merits phases, shall last for at most 1 month each.

#### **B. SELECTION COMMITTEE**

Ordinary and alternate members for this selection process have been appointed by Management and are listed in Annex I.

The president shall hold a casting vote.



## C. POSITION, DUTIES AND COMPETENCES

### C.1 Characteristics of the Position

The contract shall be for an indefinite term, with a trial period of six months. The position falls within the Technical Area. The professional classification shall be Group II, level B.2, **professional category of Specialist Technician**, and the remuneration for the post shall depend on the merits (experience and CV) of the selected candidate, in accordance with the 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.

### C.2 Duties of the Position

The Experimental Archaeology Laboratory is a space recently created at the ICTS Centro Nacional de Investigación sobre la Evolución Humana (CENIEH). This Laboratory enables study of some of the most relevant aspects in human evolution, such as taphonomy, traceology (functionality) of stone tools, and recognition of knapping techniques, or the physical-chemical processes intervening in the formation of sites and alteration of the archaeopaleontological record.

To be able to conduct analyses in the cited fields of study, this space has been equipped with specific equipment, including: 1) a high-speed video camera; 2) an accelerated weathering chamber; 3) an Olympus 3D microscope; 4) a universal testing machine; 5) a high-speed video camera; and 6) a space for dissection and treatment of organic samples.

Within the Technical Area, and reporting to the Laboratory Manager, the person appointed will undertake the following tasks, among others:

- Devise use and standardization protocols for the accelerated weathering chamber, the universal testing machine and any other required as part of the process of exploiting the Laboratory and the equipment available.
- Enhance the CENIEH collections: the Mineral (LITHO), Taphonomy (TAPHO), Traceology (CET) and Comparative Anatomy (COAC) collections, including their digitalization and opening to the scientific community.
- Experimental design and performance of experimental work using the equipment available in the Laboratory.
- Manage accesses and services of the Laboratory as an ICTS, meeting the standards in the quality control system (ISO9001:2015) in place at the CENIEH.
- Assist users with support, offering technical, logistical and safety advice to the users of the infrastructure, both internal and external. This assistance shall apply to all the access modes.
- Manage acceptance of samples and process traceability, ensuring that the user requirements are documented and interpreted, and keeping up fluid communication to track these.
- Promote the efficacy and continuous improvement of the Laboratory and the CENIEH itself in accordance with its Quality and OHS Policy, by means of the Quality and OHS Management System, and undertake the OHS duties and responsibilities appropriate to the position.



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- Participate in R+D projects, contracts, scientific-technical training and outreach programs, and advise within the scope of the post, in a manner consistent with the other duties.
- Guarantee the correct operation of the Laboratory equipment, compliance with good practices, and safety and hygiene in the Laboratory.
- Participate in any other tasks proper to their scope or, where appropriate, their professional group, that are necessary to meet the objectives of the position, the Laboratory, and the Center.

### C.3. Competences of the Position

The fundamental competences of the position are:

- Planning and organization.
- Teamwork.
- Capacity for communication.
- Linguistic competence in English, equivalent to level B1 of the Common European Framework of Reference for Languages.

### D. REQUIREMENTS FOR PARTICIPATION AND THEIR ACCREDITATION

To participate in this call, it is indispensable to meet every one of the following requirements by the deadline for applications:

1. Bachelor's degree, bachelor's plus master's, or double honors, of at least 300 ECTS, in Biology, Archaeology, History or a field closely related to the duties of the post.
2. Minimum experience of 2 years of effective performance of the duties and competences listed in sections C.2 and C.3, at public or private research, technology, university, R+D+I, or similar centers.

Those who wish to participate in this process should send the following documentation or accreditation:

1. Curriculum vitae (\*)
2. Memorandum of professional experience. The maximum length of this memorandum shall be two sides of one sheet (font size Arial 11 or equivalent).
3. Contact data of at least one professional contact, to request references.
4. Employment history issued by the Tesorería de la Seguridad Social and/or equivalent document for professional experience abroad, issued by the host institution.
5. Copy of DNI, NIE or passport.
6. Academic qualification to be considered in the selection process.

(\*)The courses and other merits claimed must be duly justified at the moment of application. Otherwise, they will not be taken into account.

### E. EXAMINATION PHASE



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The maximum score for this phase shall be 60 points. It shall be eliminatory.

Candidates will receive an invitation by email and/or regular mail to inform them of the arrangements for this examination, **which is expected to take place during the week of September 30rd 2024.**

The in-person examination will consist of three parts:

- 1) Practical exercise, with a maximum score of 50 points, on the following topics:
  - Resolution of archaeological problems on technological, taphonomic and site formation processes.
  - Methodology for the elaboration of archaeological replicas, including Middle Palaeolithic, Upper Palaeolithic and Recent Prehistory, to develop functional experiments.
  - Methodology for taphonomic experimental design using the specific equipment available in the laboratory.
- 2) English test, with a maximum score of 10 points, to assess the English knowledge requirement for the post, level B1.

LEVEL	SCORE
C	10.00
B2	5.00
B1	2.50
A2	000
A1	000

It is mandatory to undergo the 2 tests of this phase. Candidates who do not present themselves for both tests will be automatically excluded from the process.

The maximum duration of test 1 shall be 60 minutes. This will be followed by a break of 30 minutes, and then the English test will be conducted immediately.

To pass this phase, it is required to reach a **minimum total score of 30 points between the two tests.**

## **F. COMPETITIVE MERITS PHASE**

The maximum score for this phase shall be 40 points.

### **1. Academic merits: Maximum score of 2 points**

#### Evaluation criterion:

- 2 points for bachelor's degree, bachelor's plus master's or double honors, of at least 300 ECTS, in Biology, Archaeology, History or a field closely related to the duties of the post.



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- 0.5 points for all other qualifications.

Form of accreditation: Photocopy of university degree, or academic certification that all the studies necessary for award of the same have been passed. Qualifications obtained abroad must have been duly validated.

## 2. Specialized experience (maximum 5 points)

Evaluation criterion:

- Training acquired for award of a doctorate on a topic akin to the duties of the position (max. 2 points)
- Training acquired for award of master's, if not already assessed in the academic qualification section (max. 1 point).
- Courses on quality or OHS management systems, or others contributing to the duties of the position (0.5 points per course up to a maximum of 2 points).

Form of accreditation: Photocopy of the qualifications, diplomas or certificates of the courses, including the syllabus and/or content and the duration in the memorandum of merits to be appraised.

## 3. Specialized experience (maximum 15 points)

Evaluation criterion:

- Technical experience and skills in knapping, covering all technocomplexes from the Lower Paleolithic to recent prehistory, with various raw materials. Preparation of bone and other tools with a variety of organic materials: wood, antler, bone, etc. (0.5 points per year up to a maximum of 3 points)
- Experience in analysis of lithic and ceramic assemblages, including technotypological characterization, drawing and analysis of raw materials (0.5 points per year up to a maximum of 3 points)
- Experience in experimental taphonomy including experimental design; processing specimens, including exemplar butchery practices with lithic tools designed for the purpose; skeletization and preparation of bone material; analysis of fracturing using controlled compression and flexure tests; analysis of exposure to atmospheric conditions. Documented experience in using equipment like universal testing machines and weathering chambers will be assessed (0.5 points per year up to a maximum of 3 points)
- Experience in capturing images with high-speed camera, 3D microscopy and digitalization (maximum 2 points)
- Experience in outreach and communication activities (maximum 2 points)
- Work experience at laboratories with quality standards in place. Experience with ISO 9001 and ISO 17025 will be assessed, while work in environments with other quality and/or OHS standards may be considered too (0.5 points per year up to a maximum of 1 point)



- Other merits contributing to the duties of the position (mobility or stays abroad, etc... (maximum 1 point)

Form of accreditation: Employment history, letters of reference, certification of services, etc., and a **memorandum of professional experience** of maximum length two sides of one sheet (font Arial 11 or equivalent).

#### 4. Fit with the competences associated to the position (maximum 18 points)

Evaluation criterion:

Candidates will be called for a personal interview at which a series of questions will be put to them to evaluate their suitability with regard to the level of the work competences required, to delve into the technical skills accredited, and their fit to the position, in terms of the following scale:

COMPETENCE	VERY GOOD	GOOD	AVERAGE	NO SCORE
TECHNICAL COMPETENCES	6	2	1.00	0
PLANNING AND ORGANIZATION	4	2	1.00	0
TEAMWORK	4	2	1.00	0
COMMUNICATION	4	2	1.00	0

This will take place in person or by videoconference, the maximum duration will be 60 minutes, and it will be conducted in Castilian.

**The final score of the competitive merits phase will be the sum of the scores obtained under the different headings, considering that the minimum score necessary to pass this phase will be 25 points.**