



## INVESTIGA@UIB PROGRAMME

### 2) SUBPROGRAMME TO PROMOTE RESEARCH LED BY YOUNG DOCTORS (POST-DOCS)

In its commitment to promoting research excellence and attracting talent, the University of the Balearic Islands announces a call to boost its international competitiveness. The programme aims to retain or attract young researchers with a view to strengthening and consolidating the university's strategic research areas. In turn, it aims to foster interdisciplinary collaboration and boost the UIB's reputation as a global centre for innovation and knowledge.

The programme is structured into two categories: post-doc talent retention (Postdocs PONT) and attraction (Postdocs TALENT).

#### 2.1) POST-DOCTORAL TALENT RETENTION - POSTDOCS PONT

##### I. Purpose

This category aims to bolster participation amongst UIB PhD graduates in external competitive calls for research recruitment, by funding five research projects led by PhD holders that contribute to strategic research areas at R&D&i centres in collaboration with UIB research staff. Recruited post-doctoral researchers will be able to improve their scientific and technical standing to become more competitive and develop their future career.

##### II. Requirements for Research Team Members

1. The research team for these projects will include a chief investigator and a principal investigator.
2. Principal investigators (PI) for research projects in this category must fulfil the following requirements:
  - 2.1. Have been awarded a PhD at the UIB within the previous twelve (12) months or have submitted their thesis at the UIB by the application submission deadline. The date stated on the PhD certificate or equivalent document shall be taken as the PhD award date
  - 2.2. Be an applicant in a competitive research call or a project at an overseas centre to recruit post-doctoral researchers
  - 2.3. Have received endorsement from the academic committee for the relevant PhD programme. Each PhD programme may only grant one endorsement.
3. Chief investigators (CI) for research projects in this category must be consolidated investigators (ICON) at the UIB and its research institutes, in accordance with the definition set out in Article 6.2 in Regulatory Agreement 15350/2024 of 21<sup>st</sup> February that governs Organisational Structures for Research, Innovation and Knowledge Transfer at the UIB.

##### III. Criteria for the Activities

1. The operational period for projects will run for a maximum of one year. This period will match the recruitment timeframe for PIs and start on the date the post-doctoral researchers join the UIB, notwithstanding what is set out in Point 16 regarding suspensions and renewals for the performance period of the activity in question.



The selected researchers must join the UIB within three (3) months starting from the date the award decision is published.

2. Applications shall be assessed in line with the following criteria:

**Criteria 1.** Academic and/or scientific and technical background (max. 80 points).

**Sub-criteria 1.1.** Scientific and technical contributions (max. 55 points). Candidates' academic records and other merits listed on their CV, as well as their suitability for the tasks to be performed, shall be considered in line with their training and professional experience.

a) Academic record. Max. 15 points.

*Weighted average mark in their undergraduate degree record:* numerical mark out of 10 to two decimal places (max. 10 points).

*Master's degree record:* numerical mark out of 10 to two decimal places (max. 5 points).

In order to comply with the principle of objectivity in grant applications for each of the International Standard Classification of Education (ISCED) codes allocated to university qualifications submitted by candidates, the average mark in their academic records shall be weighted in order to calculate the average mark for recruitment.

The average mark for recruitment shall be calculated and given to two decimal places, rounded to the nearest one hundredth. If the last digit is a 5, the mark will be rounded up.

In accordance with the standard classification for degrees established by UNESCO (ISCED), the general weighting per qualification and university aims to standardise average marks in a common framework. Qualifications will be categorised according to the ISCED code assigned to each when filling in the application form. Average marks and ISCED codes will be taken from the SIIU (Spanish Integrated University Information System) and be available at the relevant time on the UIB website.

With regard to overseas qualifications, the average mark equivalence tables and scales for said qualifications shall be applied, in accordance with Appendix 1 in Resolution of 18<sup>th</sup> September 2017 issued by the Secretariat General for Universities. The resolution updates the grading scales for overseas qualifications and their equivalents in the grading system for Spanish universities, published in the resolutions dated 21<sup>st</sup> March 2016 and 20<sup>th</sup> June 2016. The weighted average mark will be calculated in line with the average mark submitted by each applicant, the ISCED average mark for qualifications for each awarding institution and the ISCED average mark for qualifications for all universities, as per the following formula:

Weighted average mark for the application = [(general ISCED average mark) – university ISCED average mark) / 2] + average applicant mark.

Average applicant mark = average mark submitted in the application.

General ISCED average mark = average mark for graduates with qualifications from the ISCED for all Spanish universities.

University ISCED average mark = average mark for graduates with qualifications from the ISCED by university.

- b) Other merits listed on candidate CVs. Max. 40 points.
- Research activity (max. 18 points):
    - Publications: up to 4 points per article, in accordance with quality and relevance indices.
    - Patents granted or licensed: up to 6 points in accordance with the patent award or licence.
    - Conference participation: up to 2 points per presentation / up to 1 point per poster, in accordance with quality and relevance indices.
    - Participation in competitive research projects either on a contract or grant basis linked to the project (honorary or non-contractual collaborations will not be considered): up to 9 points per project, in accordance with the outcomes, contribution, length of the collaboration and competitive nature of the call (European projects or at international organisations, national and regional projects, as applicable).
  - Competitive grants and bursaries: up to 4 points per programme and year (max. 12 points).
  - Awards linked to competitive calls: up to 4 points.
  - University teaching on official undergraduate and postgraduate programmes (max. 6 points): 2 hours for every 60 hours of teaching (or on a pro-rata basis in accordance with the number of hours taught).
  - Specialised training courses (max. 4 points): 0.4 points for every 10 hours (or on a pro-rata basis in accordance with the number of hours undertaken).
  - Languages (max. 2 points): 1 point for each certificate equivalent to B2 level or higher.
  - Professional practice linked to the qualification (max. 3 points): professional experience including non-university teaching, 1 point per year (or on a pro-rata basis in accordance with the number of months worked).
  - Other merits (max. 10 points):
    - Participation in science outreach: up to 2 points per activity.
    - Articles published on teaching quality innovation and improvement: 0.5 points per article.
    - Other qualifications:
      - Weighted average mark in the official undergraduate degree record: numerical mark out of 10 to two decimal places (max. 8 points per qualification).
      - Master's degree record: numerical mark out of 10 to two decimal places (max. 3 points per qualification).

**Sub-criteria 1.2.** Mobility and internationalisation (max. 25 points). The relevance and impact on candidates' research careers from stays at national and international centres and/or in industry will be assessed, in accordance with the host organisation's reputation and the activity undertaken.

Stays at other research centres: up to 25 points per three-month stay or longer / up to 8 points per month for stays lasting under three months, in accordance with whether stays



were undertaken within the framework of a specific competitive programme and the host centre's reputation.

**Criteria 2.** Candidate suitability for the planned researched activities (max. 20 points). Candidate suitability for the planned research project will be assessed in accordance with their training and experience. In this sense, consideration will be given to what the research project will contribute to their research career with regard to value added. The following scoring scale provides an outline for assessment: Outstanding: 20 points; Very good: 15 points; Good: 10 points; Average: 5 points; Poor: 2.5 points and Very poor: 0 points.

**Ties.** Where applications are awarded the same mark leading to a tie, the application with the highest score for criteria 1 and 2 will be selected, in line with the order of these criteria. Where the situation remains the same, the selection committee shall organise a tie-breaker draw.

3. Selected candidates shall be recruited through a scientific and technical contract for activities linked to research areas or scientific and technical services, including scientific and technical management. These contracts are governed by Article 23 (b) in Act 14/2011 of 1<sup>st</sup> June on Science, Technology and Innovation (LCTI), amended by Act 17/2022 of 5<sup>th</sup> September.

4. The salary linked to the contract shall align with what is set out in Executive Agreement 14891/2023 of 19<sup>th</sup> April that regulates the Salaries of Research Staff, as well as Technical and Operational Research Support Staff, under the category of junior researcher.

5. The grants will fund the following items linked to the project activities: the PI's recruitment and redundancy settlement at the end of the contract.

6. The award of grants set out in this resolution is subject to budget availability.

#### **IV. Allocation of Funds**

1. The minimum annual gross salary for the contract will be 25,857.00 EUR. The contract is subject to the provisions on salary rises for research staff recruited under chapter 6 allocation set out in Executive Agreement 14891/2023 of 19<sup>th</sup> April.

2. The stated minimum salary may be supplemented through funding provided by the CI. Nevertheless, proposed complementary payments that exceed the established minimum salary by 33% must be approved by the Executive Council.

#### **V. Application Submission Deadline and Method**

1. The application submission deadline period shall run from 23<sup>rd</sup> September to 11.59 pm (CET) on 23<sup>rd</sup> October 2024.

2. PIs who fulfil the requirements set out in Point 2 must submit their applications in accordance with the procedure set out herein.



3. The PI may only submit one application. Where they submit more than one, only the last will be considered.

4. The PI may only be included in one application. Where they are included in more than one, only the last submitted application will be considered.

5. The application must be filled in and submitted in accordance with the procedure set out in Regulatory Agreement 14540/2022 of 15<sup>th</sup> June 2022 governing Recruitment of Research Staff under Chapter Six Allocation in the University Budget, as well as Technical or Operational Research Staff. Specifically, the detailed information on the application submission procedure can be found at the following [link](#).

## VI. Application Content and Documents

1. PI applicants shall attach the following detailed documentation in digital format to the application.

The PI's CV taken from SIRA shall be automatically used and the Doctoral School shall automatically be requested to supply the PI's PhD certificate award date from the UIB or, where applicable, the date they submitted their PhD thesis.

a) A copy of candidates' ID document (valid DNI, NIE or passport).

b) A copy of the transcript for all qualifications or training candidates have passed by the application submission date, issued or provided by the academic institution in question. The marks awarded (and the dates when they were obtained) for the relevant subjects on the qualification or training programme must be stated on the transcript.

Applications must include a sworn statement that the qualifications or training included in the transcripts have been passed by the application submission date.

Where the transcript is not in Catalan, Spanish or English, it must be submitted alongside a sworn translation into one of these languages.

Transcripts issued by overseas centres must also include the minimum and maximum grades within the relevant assessment system, as well as the passing grade.

c) The report on the research project's contribution to the strategic research areas at a UIB R&D&i centre (in accordance with the template provided in Appendix A herein).

d) A statement on space and resource availability (Appendix B) bearing the electronic signature of the host department or institute, the chief investigator at the R&D&i centre and the candidate's chief investigator.

e) Accreditation that the candidate has applied for and been admitted to a competitive research call or a project at an overseas centre to recruit post-doctoral researchers.

f) The endorsement from the academic committee for the PhD programme.

g) Supporting documents for the merits included in the candidate's CV or sworn statement.

2. Only information included in the CV and transcript submitted alongside the application shall be considered for assessment purposes. The information contained in these documents may not be amended at a later date. Where candidates request the documents be amended, rectified or clarified, they must provide the relevant information prior to the application submission deadline.

3. Submission of a grant application implies consent to provide third parties with the information contained therein for subsequent statistical, historical or scientific processing, within the framework of Organic Law 3/2018 of 5<sup>th</sup> December on Personal Data Protection and Guarantee of Digital Rights.

#### **VII. Evaluation Procedure**

1. Applications will be reviewed and assessed, and the selection procedure finalised, in accordance with the procedure set out in Regulatory Agreement 14540/2022 of 15<sup>th</sup> June 2022 governing Recruitment of Research Staff under Chapter Six Allocation in the University Budget, as well as Technical or Operational Research Staff.

2. Candidate selection will be managed by the selection committee. Said committee will comprise the following members:

- i. The relevant Pro-Vice-Chancellor for research (or delegated representative) as chair
- ii. The relevant Pro-Vice-Chancellor for postgraduate studies (or delegated representative)
- iii. The members of the Research Area Assessment Committee (CARAI)
- iv. The head of the Management Office for the Research Promotion and Human Resources Programme (or delegated representative) as secretary, who may speak but not vote.

3. The selection committee may decide to include an unlimited number of alternates who also fulfil all requirements to be awarded the position in strict order of ranking, where the initially selected candidate withdraws from the position for whatever reason. In this instance, and no later than three months after the initial recruitment date, the proposal to include the alternates shall be automatic, following the established order of ranking and without any need to begin a new recruitment process.

### **2.2) POST-DOCTORAL TALENT ATTRACTION - POSTDOCS TALENT**

#### **VIII. Purpose**

This category aims to bolster participation in competitive calls for external research talent interested in joining the UIB through an award mechanism linked to external talent attraction calls at national (Ramón y Cajal, RyC, or Juan de la Cierva, JdC) or European level (European Research Council Starting Grants, ERC-STG, or Marie Skłodowska-Curie Postdoctoral Fellowships, MSCA-PF). The programme aims to strengthen the UIB's capacity to attract research talent by funding four research projects led by researchers with a standout career background that contribute to strategic research areas at UIB R&D&i centres, in collaboration with UIB research staff.

#### **IX. Applicant Requirements**

1. The research team for these projects will include a principal investigator.

2. Principal investigators (PI) for research projects with this award mechanism must fulfil the following requirements:

2.1. Be an applicant for any of the following calls: ERC-STG 2024, MSCA-PF 2024, RyC 2024 or JdC 2024, and, where applicable, have selected the UIB as the applying institution

2.2. Post-doctoral period. Have been awarded their first PhD within the previous ten years by the application submission deadline for calls set out in Point 2.1 herein. The date stated on the PhD certificate or equivalent document shall be taken as the award date for their first PhD. The following shall not be included in the aforementioned ten-year period:

a) Maternity or paternity leave in accordance with the legal provisions set out in the general social security system

b) Sick leave where candidates have a sick note lasting for three months or above.

These leave periods must have occurred after the PhD award date and be included and accredited on the application submission date. In all instances, a single extension up to two years shall be granted to the aforementioned ten-year period from the PhD award date.

## X. Award Mechanism

The following conditions have been set for the grant award mechanism:

1. Candidates who register their application within the deadline and as per the relevant method for the following calls and who comply with the requirements stated in each instance may submit an application in this grant category:

Priority	Call	Requirements
1	ERC Starting Grants 2024	A score of 'A' in the first assessment stage
2	Ramón y Cajal Grants 2024	A score of 80 points or above
3	MSCA Postdoctoral Fellowships 2024	An application to the UIB and an MSCA Seal of Excellence
4	Juan de la Cierva Grants 2024	An application to the UIB and a score of 75 points or above

2. Application submission periods will be held in July 2025 and January 2026 for this grant category. A grant award decision will be published setting out the priority as per the table above, as well as the assessment scores awarded in the relevant calls. Up to two grants may be awarded in each submission period and may be carried over to subsequent calls, where applicable.

## XI. Application Submission

Applications must be submitted through the official registry and addressed to the Pro-Vice-Chancellor for Scientific Policy and Research, attaching the following documents:

- The application form on the [Research Staff Portal](#)
- The report on the research project submitted for the relevant call
- The documents with the assessment scores for the relevant call
- A statement on space and resource availability bearing the electronic signature of the host department or institution management team (Appendix).

## **XII. Award Decision**

At the request of the Pro-Vice-Chancellor for Scientific Policy and Research, the UIB Executive Council shall, where applicable, approve the grant award decision after ensuring the quality and budgetary feasibility for the proposed project.

## **XIII. Criteria for the Activities**

1. The operational period for the project will run for a maximum of two years. This period will match the recruitment timeframe for PIs and start on the date the post-doctoral researchers join the UIB, notwithstanding what is set out in Point 16 regarding suspensions and renewals for the performance period of the activity in question.

The selected researchers must join the UIB within three (3) months starting from the date the award decision is published.

2. Selected candidates shall be recruited through a scientific and technical contract for activities linked to research areas or scientific and technical services, including scientific and technical management. These contracts are governed by Article 23 (b) in Act 14/2011 of 1<sup>st</sup> June on Science, Technology and Innovation (LCTI), amended by Act 17/2022 of 5<sup>th</sup> September.

3. The salary linked to the contract shall align with what is set out in Executive Agreement 14891/2023 of 19<sup>th</sup> April that regulates the Salaries of Research Staff, as well as Technical and Operational Research Support Staff, under the category of senior researcher.

4. The grants will fund the following items linked to the project activities: the PI's recruitment and redundancy settlement at the end of the contract.

5. The award of grants set out in this resolution is subject to budget availability.

## **XIV. Allocation of Funds**

The minimum annual gross salary will be 33,966.00 EUR. The contract is subject to the provisions on salary rises for research staff recruited under chapter 6 allocation set out in Executive Agreement 14891/2023 of 19<sup>th</sup> April.

## **1.1 and 1.2) POST-DOCTORAL TALENT RETENTION AND ATTRACTION - POSTDOCS PONT AND TALENT**

## **XV. Grant Incompatibilities and Combinations**

1. Contracts funded by grants from the programme to promote research led by young doctors (Post-docs) are incompatible with any other ongoing employment contract for post-doctoral research staff, as well as any other salary-based remuneration, where this hinders the research purpose of the grant and/or the activity takes place in the same schedule. Moreover, these contracts may not be combined with other grants with a similar purpose.

Nonetheless, contracted post-doctoral research staff may receive non-salary-based payments from R&D&i projects and contracts, payments for teaching activities without any contractual relationship, payments aimed at fostering research staff mobility—provided these grants do not involve a formal employment contract—and other bursaries to attend scientific conferences,





meetings or seminars. In any event, the activities covered by the aforementioned payments or grants must in no way undermine or interfere with the purpose of the post-doctoral grants.

2. The PIs for these projects may, upon request, perform supplementary teaching activities linked to the proposed research project up to 80 hours per year. These activities must be agreed with the relevant department, where applicable, and align with the current regulations on staff incompatibilities at public administrations.

#### **XVI. Reasons to Suspend and Extend the Grant**

The UIB may decide to suspend and extend the performance period for the activities on the programme to promote research led by young doctors (Postdocs) where activities are suspended due to temporary incapacity during pregnancy during the contract period. The performance period suspension and extension may be requested for as long as the temporary incapacity endures. For other instances of temporary incapacity, a performance period suspension and extension may be requested where the temporary incapacity lasts for at least two (2) consecutive months.

Suspensions due to different reasons than those stated above, or those notified outside the deadline set in this section, shall not lead to an extension of the performance period.

The request to suspend and extend the performance period for activities must be submitted within two (2) months from the date on which the circumstance leading to suspension occurs.

#### **XVII. Project Monitoring and Obligations of the Awardee**

1. PIs must produce a monitoring report for the initial twelve (12) months of the performance period for the project (Post-docs TALENT) and a final report (Post-docs PONT and TALENT) for the entire project performance period, even where awardees withdraw early from the project. These reports must include a description of the activity undertaken and the level of accomplishment for the initially set goals. In turn, Post-doc PONT awardees must have approval from their CI.

2. The activity undertaken by PIs shall be assessed on an annual basis by the Research Area Assessment Committee for as long as they remain on the programme. The contract may be terminated where they fail to pass this assessment.

3. PIs must publicise the public nature of the funding for the financed activity and specifically mention the INVESTIGA@UIB programme, the UIB awarding body and the joint funding from the 2023 Annual Sustainable Tourism Promotion Plan (ITS2023-086 - Research Promotion Programme) in all publications, papers, activities to circulate findings and any other activity arising from the grants to recruit post-doctoral research staff awarded under the framework of this resolution.

#### **XVIII. Funding**

This activity may be jointly funded by the 2023 Annual Sustainable Tourism Promotion Plan (ITS2023-086 - Research Promotion Programme).



### **XIX. Final Provision**

1. This decision and all administrative steps arising from it may be appealed in the form and manner set out in Act 39/2015 of 1<sup>st</sup> October on the Common Administrative Procedure for Public Administrations.
2. Where there is any dispute with regard to interpreting this decision, the UIB Executive Council shall be responsible for resolving it.
3. All designations of governing bodies, representation, posts, duties and members of the academic community, as well as any that appear in this resolution in masculine or feminine, shall be understood as referring without distinction to the individual in question, regardless of gender.

Palma, on the date stated in the electronic signature

Pro-Vice-Chancellor for Scientific Policy and Research  
Víctor Homar