

INVESTIGA@UIB PROGRAMME

SUBPROGRAMME TO PROMOTE DOCTORAL TRAINING (PREDOCS)

Doctoral training through writing a PhD thesis is essential to boosting a university's research capacity and contributing to social development, especially in industrial sectors. In turn, the internationalisation of these programmes provides a rewarding training experience for doctorands and raises the UIB's international competitiveness, visibility and standing. This programme aims to promote the production of PhD theses within the UIB's PhD programmes.

PROMOTING PRE-DOCTORAL TRAINING UNDER JOINT SUPERVISION WITH RENOWNED INTERNATIONAL UNIVERSITIES – INTERNATIONAL PREDOCS

I. Purpose

This category aims to promote pre-doctoral training under joint supervision with renowned international universities by recruiting four (4) pre-doctoral researchers for a four-year (4) period with a view to their completing a PhD thesis. Applicants must ensure the feasibility of establishing a joint supervision agreement with an overseas university.

A two-year (2) stay at an overseas university will be funded. The purpose of this stay is for students to return to the UIB and complete their thesis. The stay will enable doctorands to undertake beneficial activities for their training to serve as a catalyst for their thesis, and round out and bolster their research training.

Moreover, and after completing their PhD thesis within the grant framework, a post-doctoral transition period aimed at professional development and specialisation for researchers lasting a maximum of 12 months may be funded, provided that their PhD is awarded within the implementation period for the activity.

II. Applicant Requirements

1. All individuals enrolled on or admitted to a PhD programme at the UIB or an overseas university in the 2025-26 academic year on the submission date may apply. Moreover, any individual who is not enrolled on or admitted to a PhD programme at the UIB at said time, but will be at both universities when the contract is signed, may also apply.
2. Individuals who find themselves in any of the following circumstances are disqualified from the application and recruitment process:
 - a) Already having a PhD awarded by a Spanish or overseas university.
 - b) Having been awarded another pre-doctoral recruitment grant.
 - c) Having been awarded a pre-doctoral grant lasting over 12 months prior to submitting their application.

III. Criteria for the Activities

1. The activities aimed at training pre-doctoral research staff under joint supervision with renowned overseas universities shall last a maximum of four (4) years. This period will start on

the date the researchers join the UIB, notwithstanding what is set out in Point 10 regarding suspensions and renewals for the performance period of the activity in question.

Within the framework of the activities and the maximum timeframe set out in the previous paragraph, a minimum 24-month stay at an overseas university shall be mandatory and accredited by the PhD coordinator at said university. The stay may be split into different periods. Nonetheless, periods under six (6) months shall not be counted.

2. A post-doctoral transition period may be funded after candidates have been awarded their PhD, provided that said award takes place within the implementation period for this activity. This period may last up to 12 months and will be aimed at professional development and specialisation for researchers. Where the PhD is awarded in the fourth year of the contract, the maximum length for the post-doctoral period shall align with the time remaining on the activity (up to the maximum contract length of four (4) years in total), notwithstanding what is set out in Point 10 regarding suspensions and renewals for the performance period of the activity in question.

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

4. The selected candidates shall write a PhD under joint supervision from the UIB and the overseas university specified in the application. Joint supervision involves writing a PhD thesis in any knowledge area that has been jointly undertaken at the UIB and an overseas university, under the supervision of at least one researcher at each of the participating institutions. The PhD viva voce shall take place at the UIB. After a pass mark has been granted, the PhD qualification shall be awarded by both universities. Doctorands must have an academic record at each university for this purpose.

5. A joint supervision agreement shall be signed by both universities and specifically set out the stay periods, the thesis supervisor(s) at each university, the languages of the thesis and the viva panel members. The agreement must state the viva voce will be held at the UIB and the general regulations for submission and viva examinations at the UIB will be respected, including prior assessment of the thesis by external experts before final submission. The joint supervision agreement shall state the specific panel members and the number thereof (at least three [3]), which may not necessarily align with what is set out in the UIB's general regulations.

The joint supervision agreement must be negotiated and processed by the UIB Office of the General Secretary within the first year of the contract. Failure to comply with this timeframe may lead to the contract being unilaterally terminated.

6. The grants for activities shall jointly fund the following items: recruitment expenses; the statutory redundancy settlement at the end of the contract period; and the expenses arising from the stay undertaken at the overseas university and PhD tuition fees.

7. The grant to cover expenses arising from a single or split stay at the overseas university and PhD tuition fees may be used to:

- a) Fund the single or split stay undertaken by the recruited researcher in training throughout the grant implementation period at the renowned overseas university. In no way will the stay lead to a delay in completion of the PhD programme.

The total stay period at the overseas university shall last at least 24 months from the date researchers join the institution. Where the stay is split, each period at the host

university shall last at least six (6) months and be completed within the grant implementation period.

The stay and activities must be endorsed by the UIB PhD supervisor and the joint supervisor at the overseas university, authorised by the Academic Committee for the PhD Programme at the UIB and included in the doctorand activities document.

The stay shall be accredited by a document issued by the relevant PhD coordinator at the host university and signed by the joint supervisor for the stay on the date the stay at the overseas university comes to an end, or the day thereafter, and it must specify the length of the stay and its in-person nature. The signatures on the documents must be original.

- b) Fund the expenses arising from the PhD tuition fees for the recruited pre-doctoral researchers –academic tuition and training credits– at both the UIB and the overseas university for courses where they are enrolled during the effective period of the pre-doctoral recruitment grant.

For the purposes of aligning the effective period of the grant and academic years, each academic year shall run from 1st October in the relevant year to 31st July the following year, both inclusive. The above notwithstanding, tuition fees for the 2025-26 academic year shall be covered by the grant, regardless of its effective period with regard to pre-doctoral activity and recruitment.

8. Successful candidates shall be recruited via the pre-doctoral contract method regulated by Article 21 in Act 14/2011 of 1st June and Royal Decree 103/2019 of 1st March. Candidates must join the institution within the timeframe set out in section III.3. Where these individuals have been previously recruited under the pre-doctoral contract method, the contract term may not exceed the maximum set out in Article 21.c) in Act 14/2011 of 1st June.

IV. Application Assessment

The assessment procedure for applicants' academic and/or scientific and technical achievements shall respect the following criteria:

- a) Scientific and technical contributions (max. 90 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.1) Academic record. Max. 60 points.

Weighted average mark in their undergraduate degree record: numerical mark out of 10 to two decimal places (max. 45 points).

Master's degree record: numerical mark out of 10 to two decimal places (max. 15 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 18th 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 21st March 2016 and 20th 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.

a.2) Other merits listed on candidate CVs. Up to 30 points.

- Research activity (max. 12 points):
 - Publications: up to 6 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 12 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).

- Specialised training courses in the proposed thesis knowledge area (max. 4 points): 0.8 points for every 10 hours (or on a pro-rata basis in accordance with the number of hours undertaken).
- Awards linked to competitive calls related to the thesis knowledge area: up to 4 points.
- Languages (max. 2 points): 2 points for each certificate equivalent to B2 level or higher.
- University teaching on official undergraduate and postgraduate programmes (max. 4 points): 2 hours for every 60 hours of teaching (or on a pro-rata basis in accordance with the number of hours taught).
- Professional practice linked to the qualification (max. 2 points): professional experience including non-university teaching, 0.8 points 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: 0.4 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. 2 points per qualification).
 - Competitive grants and bursaries: up to 4 points per programme and year (max. 8 points).

- b) Mobility and internationalisation (max. 10 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 10 points per three-month stay or longer / up to 3 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.

Tie-breaks. Where applications are awarded the same mark leading to a tie, the application with the highest score for criteria a) and b) will be selected, in line with the order of these criteria. Therefore, tie-breakers will be resolved by applying the following: first, the highest score in criteria a); in the event of a tie, the highest score in criteria a.1). The same procedure will also be used for the following criteria: a.2) and b). Where the situation remains the same, the selection committee shall organise a tie-breaker draw.

V. Allocation of Funds

1. The funding for the pre-doctoral contract, stays at R&D&i centres and PhD tuition fees shall be as follows:

- a) The gross annual salary shall be 19,479.01 euro in the first year and 24,348.77 euro in the second, third and fourth year. 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 19th April.
- b) With regard to the grant to cover expenses arising from single or split stays at the overseas university, the total amount for food and lodging expenses shall be 1,000 euro per month, which will be authorised on submission of the certificate stating the start date for each stay. Moreover, a single maximum 3,000-euro travel and relocation package grant shall be awarded to cover initial and final stay expenses at the host university.

2. The travel and relocation grant shall be subject to applicants submitting the required supporting documents for expenses. In no way shall the amounts awarded be used for any other purposes than those stated.

3. All grant beneficiaries may take out an accident insurance policy, which may be covered with the relocation grant.

With regard to health care, where the host university is not located in a country where the European Health Card is valid, candidates must take out a health insurance policy, which may also be covered with the relocation grant.

The relocation grant may also cover the following expenses:

- a) Visa issuance fees.
- b) Mandatory vaccinations and health check-ups required for relocation to the host country.
- c) Stays at hotels or in temporary accommodation up to a maximum of five (5) days.
- d) Moving expenses for necessary material and equipment for the research project.
- e) Fees or charges for using facilities at the overseas university.

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

VI. Application Submission Deadline and Method

1. The application submission deadline period shall run from 2nd September to 11.59 pm (CET) on 2nd October 2025.

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

3. The application must be filled in and submitted in accordance with the procedure set out in Regulatory Agreement 14540/2022 of 15th June 2022 governing Recruitment of Research Staff under Chapter Six Allocation in the University Budget, as well as Technical or Operational Research Staff (Official UIB Gazette (FOU) no. 539 of 29th July 2022).

VII. Application Content and Documents

1. Applicants shall attach the following documentation in digital format to the application:

- a) A copy of their ID document (valid DNI, NIE or passport).
- b) A standardised CV (SCV format) in Catalan, Spanish or English. The template is available on the Spanish Foundation for Science and Technology (FECyT) website: <https://cvn.fecyt.es>. It must include the average mark for their undergraduate academic record (not weighted with the average mark for their master's academic record).
- c) 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.

- d) A copy of the enrolment document or admission letter to the relevant official PhD programme at the UIB or the overseas university for the 2025-26 academic year. Failing this, selected candidates must provide a supporting document that they are eligible for admission at both universities on the start date of the contract.
- e) A copy of the authorisation issued by the Academic Committee for the PhD Programme at the UIB to undertake their thesis under joint supervision with the overseas university, specifying the supervisors, proposed PhD programmes and thesis title (Appendix).
- f) A statement of acceptance for thesis supervision from the supervisor at the overseas university, with approval from an operational coordinator such as the principal investigator for the research group, the department head or the individual responsible for PhD programmes. The document must specifically state the PhD programme at the overseas university where candidates will undertake research for their thesis.
- g) Supporting documents for the merits included in the candidate's CV or a sworn statement signed by the interested party.

2. The application shall include a sworn statement signed by applicants specifying they do not already have a PhD from a Spanish or overseas university and, on the application submission date, they have not been awarded any other pre-doctoral recruitment grant. In turn, applicants shall state they have not held a prior pre-doctoral contract lasting over 12 months. Applicants must notify the supervisory body about any change in the circumstances set out in their statement. Any change to said conditions shall mean candidates fail to fulfil the participation requirements.

3. 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.

4. 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 5th December on Personal Data Protection and Guarantee of Digital Rights.

VIII. 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 15th 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 assessment shall be carried out by an assessment body external to the UIB.

3. The assessment body 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 (3) 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.

IX. Grant Incompatibilities and Combinations

1. Contracts funded by the pre-doctoral grant awarded by the doctoral training promotion programme under joint supervision with renowned international universities (INTERNATIONAL PREDOCS) are incompatible with an associate lecturer contract or any other for teaching and research staff. Moreover, they are incompatible with any other ongoing employment contract for pre-doctoral research staff in training who receive any type of salary where this would hinder the research and training purpose of the grant and/or take place in the same schedule, as well as any other grants with a similar purpose.

Nonetheless, contracted pre-doctoral research staff in training 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 and other bursaries to attend scientific conferences, meetings or seminars, provided these grants do not involve a formal employment contract. In any event, the activities covered by the aforementioned payments or grants must in no way undermine or interfere with the purpose of the pre-doctoral grants.

2. Staff contracted by the UIB under these grants may collaborate in teaching duties in a department, after receiving authorisation, up to a maximum of 180 hours throughout the length of the contract. In no way may they teach over 60 hours per year. Teaching duties may not interfere with the research and training purpose of the contract in any way.

X. Amending Award Decisions and Suspending the Performance Period

The UIB may decide to suspend and extend the performance period for the activities on the programme to promote doctoral research under joint supervision with renowned international universities (INTERNATIONAL PREDOCS) where activities are suspended during the contract

period due to any of the circumstances set out in paragraph four in Article 21.c) in Act 14/2011 of 1st June.

Where activities are suspended due to temporary incapacity during pregnancy, a 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 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 months from the date on which the circumstance leading to suspension occurs.

In general, the year where the suspension occurs shall be extended for the same amount of time the suspension lasts.

XI. Scientific and Technical Monitoring of the Activities and Obligations of Recruited Individuals

1. In accordance with Article 19. c) of Act 17/2022 of 5th September that amends Act 14/2011 of 1st June on Science, Technology and Innovation, the work of pre-doctoral research staff in training shall be assessed by the Academic Committee for the PhD Programme on an annual basis or, where applicable, the Doctoral School, for the duration they are enrolled on the programme. The contract may be terminated where they fail this assessment.

2. The recruited individuals must publicise the public nature of the funding for the financed activity and specifically mention the INVESTIGA@UIB programme, the UIB 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 pre-doctoral training grants awarded under the framework of this resolution.

XII. Funding

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

XIII. 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 1st 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.



Universitat
de les Illes Balears



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Govern de les
Illes Balears

Palma, on the date stated in the electronic signature

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