

## **REGULATIONS GOVERNING PROCESSES FOR RECRUITING TENURE-ELIGIBLE LECTURERS ON THE SERRA HUNTER PROGRAMME**

### **1. General rules**

1.1. This is the third call for applications of the process for recruiting teaching and research staff within the Serra Hunter Programme, pursuant to the Catalan Government's resolution of 16 May 2017, authorising the Serra Hunter Programme for the period 2016-2020. Its characteristics are set out in the Serra Hunter Framework Agreement, dated 1 October 2017, between the Catalan Ministry of Business and Knowledge and the Catalan public universities.

1.2. This recruitment process is governed in all respects by Spanish Organic Law 6/2001, of 21 December, Organic Law on Universities 4/2007, of 12 April, which amends the above, Catalan Law 1/2003, of 19 February, on the universities of Catalonia, the statutes of the Universitat Autònoma de Barcelona, approved by Catalan Government Decree 237/2003, of 8 October, where applicable, and by all other applicable laws and the agreement of 1 October 2017 between the Ministry of Business and Knowledge and the Catalan public universities, to implement the Serra Hunter teaching-staff recruitment programme in the period 2016-2020.

1.3. The positions offered are fixed-term contract positions. The employment is full-time.

1.4. For all intents and purposes of this call, the month of August will be considered a holiday.

1.5. The list of contract positions on offer is in Annex 1 of these regulations.

### **2. Requirements**

In order to be admitted to the selection process, applicants must meet the following requirements, both on the deadline for applications and when signing contracts.

#### **2.1. General requirements**

a. Applicants must be free of any physical or mental limitation that is incompatible with teaching duties.

b. Applicants must not have been suspended from any public-service duties for reasons of disciplinary action, nor have been legally barred from public service by a definitive ruling.

c. Applicants must not be engaged in any incompatible activity, in compliance with Catalan Law 53/1984, of 26 December, on incompatibilities for public-administration employees.

#### **2.2. Specific requirements**

a. Applicants must have a doctoral degree.

If the degree has not been issued by a Spanish university or is not recognised in this country, the contract cannot be signed unless it has been officially validated as corresponding to an official degree in Spain.

(<http://www.uab.es/servlet/Satellite/informacio-academica-dels-masters-oficials/legalitzacio-de-titols-estrangers-1345648789114.html>). Otherwise the applicant needs to be accredited as a member of University Teaching Bodies by ANECA.

b. Applicants must have an endorsement from the Quality Assurance Agency for the University System in Catalonia (AQU), or be accredited by the Spanish National Agency for Quality Assessment and Accreditation (ANECA), as a tenure-eligible lecturer (*lector/ajudant doctor*).

c. Applicants must not have reached the end of the period allowed for holding a tenure-eligible lecturer position at other public universities.

2.3. Applicants must have a sufficiently high level of Catalan to ensure that they can communicate appropriately and correctly in their academic tasks, so that students' language rights are guaranteed, as stipulated in Decree 128/2010 of 14 September, on accreditation of the language proficiency of university lecturers within the Catalan university system. At the time of signing the contract, the chosen candidate will be able to choose between either accrediting his or her current language level or else postponing this accreditation for a period of two years.

Foreign citizens from countries outside the EU and those who cannot be included within the scope of international treaties established by the EU and ratified by Spain must possess a work and residence permit before signing the corresponding contracts.

### **3. Applications**

3.1. Applications to take part in this selection process should be addressed to the Rector of the Universitat Autònoma de Barcelona (Edifici A, Rectorat, 08193 Bellaterra, Cerdanyola del Vallès), and must be submitted using the online application form on the UAB website <https://eformularis.uab.cat/web/apa/convocatoria-concurs-professorat-lector> or through any of the procedures in Article 16.4 of Catalan Law 39/2015, of 1 October, on common administrative procedure for public administrations, within twenty calendar days counting from the day after this call for applications is announced in the Official Gazette of the Government of Catalonia (Generalitat).

Those applying for more than one position must submit a separate application for each one.

Applicants must attach the following documents to the online application form:

- a. Their doctoral degree certificate, or the official interim document confirming award of this degree.
- b. Their research accreditation, or an endorsement, as set out in Article 49 of Law 1/2003 (LUC), of 19 February, on the universities of Catalonia, or another accreditation issued by a quality-assessment agency,
- c. Complete Curriculum Vitae, with no restrictions regarding format.
- d. A document specifying the five most valuable academic contributions made by the applicant (articles, books, patents etc.), following the model on this page:

[http://serrahunter.gencat.cat/web/.content/home/minisites/el\\_serra\\_hunter\\_programme/fer\\_la\\_sol\\_licitud/documents/psh\\_doc\\_aportacions\\_cat\\_2016.doc](http://serrahunter.gencat.cat/web/.content/home/minisites/el_serra_hunter_programme/fer_la_sol_licitud/documents/psh_doc_aportacions_cat_2016.doc)

- e. A brief description of the applicant's teaching career (maximum 1 page), following the model on this page:

[http://serrahunter.gencat.cat/web/.content/home/minisites/el\\_serra\\_hunter\\_programme/fer\\_la\\_sol\\_licitud/documents/psh\\_docencia\\_cat\\_2016.doc](http://serrahunter.gencat.cat/web/.content/home/minisites/el_serra_hunter_programme/fer_la_sol_licitud/documents/psh_docencia_cat_2016.doc)

- f. A brief statement of teaching and research interests for the next five years in line with the characteristics of the contract on offer. This document must not exceed six pages, in accordance with the model on this page:

[http://serrahunter.gencat.cat/web/.content/home/minisites/el\\_serra\\_hunter\\_programme/fer\\_la\\_sol\\_licitud/documents/psh\\_interes\\_d\\_r\\_cat\\_2016.doc](http://serrahunter.gencat.cat/web/.content/home/minisites/el_serra_hunter_programme/fer_la_sol_licitud/documents/psh_interes_d_r_cat_2016.doc)

The recommended language for the documents is English, due to the composition of the selection committees.

3.2. Those who presented their application for a university contract within the first phase of the selection process must indicate on their application form whether they consider that their documentation is that which has already been presented to the administrators of the Serra Hunter Programme or whether they are now presenting the updated version of any of this documentation, in accordance with the procedure set out in 3.1. In these cases, candidates authorise the UAB to access the documents submitted to the Serra Hunter Programme

#### **4. Admission of applicants**

4.1. On the tenth working day after the deadline for applications, the provisional list of admitted and excluded applicants will be published. With respect to excluded applicants, this list must indicate cause of exclusion and also the date on which the final list will be made public, on the UAB website: <https://www.uab.cat/web/personal-uab/personal-uab/convocatoria-de-concursos-per-a-la-contractacio-de-professorat-lector-del-programa-serra-hunter-2018-1345776709150.html>

4.2. Applicants are allowed 10 days, starting from the day after publication of the provisional list of admitted and excluded applicants, to submit requests (in the places indicated in Section 3.1 of this document) for permission to amend defects or errors in their application, or to present documents required in the selection process.

In the event that, within the established period, applicants should fail to amend defects or errors that have been the cause of their exclusion, they will be deemed to have withdrawn their request, and their exclusion will then become final.

4.3. In accordance with Article 45 of Catalan Law 39/2015, of 1 October, on common administrative procedure for public administrations, publication of resolutions on the university website is deemed to constitute timely notification to all applicants, and the periods set for filing claims or appeals will then begin.

4.4. The UAB administration, ex officio or upon request, may at any time amend material, factual or arithmetical errors that may occur during the procedure.

4.5. The resolutions approving the final lists bring an end to the administrative process.

## **5. Selection committee**

5.1 The composition of the committees is set out in the annex to these rules and is in accordance with the collaboration agreement between the Catalan Ministry of Business and Knowledge and the Catalan public universities to implement the Serra Hunter Programme in the period 2016-2020.

5.2. The committee's rules of procedure must comply with the provisions of Law 26/2010 of 3 August, on the legal system and procedures of Catalan public administrations.

5.3. For the purposes of communication and other issues, the committee's working location will be the Central Administration and Executive Offices (Rectorat) of the UAB.

## **6. Selection process**

In accordance with Articles 136.2 and 141.2 of the Statutes of the Universitat Autònoma de Barcelona, the assessment made by the Selection Committee is based, in the first instance, on the suitability of candidates' teaching and research backgrounds to the position on offer, the teaching and research needs of the department, the area of knowledge, and language competence, as determined in current legislation.

6.1. On publication of the final list of admitted and excluded candidates, the members of the Selection Committee must receive all the documents submitted by the candidates admitted.

The Selection Committee must be constituted within three months of the call for applications. If, after this period, it has not been possible to constitute the committee, authorisation may be sought from the rector for this period of constitution to be extended by one month.

Constitution of the Selection Committee is telematic and requires the presence of all full members. Full members who do not attend this session are dismissed and replaced by the corresponding stand-in members.

In this constitution session, the Selection Committee, led by its president, must decide on the specific assessment criteria to be adopted, and make these criteria public.

The date of constitution of the Selection Committee will be published on the university website: <https://www.uab.cat/web/personal-uab/personal-uab/convocatoria-de-concursos-per-a-la-contractacio-de-professorat-lector-del-programa-serra-hunter-2018-1345776709150.html>

## Phases of the selection process

### First phase

6.2.1. Within a maximum of 20 days from the constitution date, the members of the Selection Committee must submit to the secretary an individual assessment of each candidate's merits, based on internationally used criteria for evaluating top-level academic activity and career progress. Special emphasis must be placed on the significance and impact of scientific and technical publications and competitive research projects obtained, quality of teaching activity and recognition obtained for this, knowledge-transfer activities, intellectual property rights and patents registered, leadership capacity, international mobility and visibility, and candidates' other academic and professional achievements. Additionally, the committee members must list the candidates that they consider should pass this first phase, in rank order.

6.2.2. In accordance with the proposals of its members, the Selection Committee must agree on the number of candidates who pass this phase, bearing in mind the candidates' academic merits. If the committee considers that there is no suitable candidate of sufficient merit, a proposal must be made to the rector to declare the recruitment process null and void and maintain the vacancy.

6.2.3. On completion of this first phase, the corresponding resolution on the candidates who have passed must then be published, which initiates the second and final phase of the selection process.

### Second phase

6.2.4. Within ten days of publishing the results of the first phase, the Selection Committee publishes the calendar for the second phase, at least three weeks before it begins. This announcement includes the place, date and time of each candidate's selection test. Before the start of the selection test, the committee may require applicants to provide documentation certifying the merits indicated in their curriculum vitae, which should preferably be presented in electronic format.

6.2.5. Candidates who do not arrive at the appointed time are allowed 15 minutes more to do so. In the event of not attending, they are deemed to be in absentia and, in consequence, excluded from the selection process.

6.2.6. The selection test is open to the public. In a maximum time of 90 minutes, candidates give a brief personal presentation followed by a seminar on any subject that they deem fit. The Selection Committee will then ask any questions that it considers appropriate, with respect to the merits indicated in the candidate's curriculum vitae and/or regarding the seminar, or any other matter relating to the contract on offer and the duties to be performed. Given the nature of the Serra Hunter Programme, this test can be taken in English.

6.2.7. Tenure-eligible lecturers must be contracted for a maximum of three years. After this period, they must be evaluated as agreed by the programme management and the university. This evaluation must consider, among other criteria, the level of integration and recent academic activity, and achievement of objectives. A favourable evaluation is considered a merit in selection processes for associate lecturer (*professorat agregat*) contracts within the Programme, and for any extensions that may be applicable in law.

## **7. Contract-award proposal**

7.1. On completion of the selection test, the committee must list in rank order the candidates who have successfully completed it, and formulate a proposal of contract for the first-placed candidate.

The duration of the contract is three years, which can be extended to five in accordance with the evaluation in Section 6.2.7.

The proposal is made public on the UAB website: <https://www.uab.cat/web/personal-uab/personal-uab/convocatoria-de-concursos-per-a-la-contractacio-de-professorat-lector-del-programa-serra-hunter-2018-1345776709150.html>

If none of the candidates has been considered suitable, the selection process is declared null and void.

7.2 Candidates may submit claims against the committee's proposal within 10 days, counting from the date of the proposal's publication. The Selection Committee must resolve these issues before taking the final decision on the recruitment process.

## **8. Resolution of the recruitment process**

The Selection Committee submits the proposal referred to in the previous section to the rector, who will issue the corresponding resolution awarding the post to the selected candidate. The candidate must then subscribe to the corresponding contract in accordance with the provisions of Section 9 of this document.

The rector's final resolution on the selection process brings an end to the administrative proceedings. Appeals may be filed before the corresponding Barcelona administrative litigation court within a maximum of two months from the day following publication of the resolution.

However, interested parties may also file a motion for reversal before the rector within one month from the day after this resolution is made public. In such a case, no administrative-litigation appeal can be filed until the motion for reversal has been expressly resolved or implicitly rejected.

## 9. Execution of the contract

9.1 In order to execute the corresponding contract, within a maximum period of six months from the date of publishing the contract-awarding resolution, the successful candidate must submit the following documents to the university's General Registry:

- a. An affidavit showing fulfilment of the requirement in Section 2.1, subsection *b*, of this document
- b. An official medical certificate showing fulfilment of the requirement in Section 2.1, subsection *a*, of this document
- c. A statement confirming that the candidate is not engaged in any incompatible activity contemplated in current legislation, or exercises, within the period for taking up duties, the option detailed in Article 10 of Law 53/1984 of 26 December, on incompatibilities for public-administration employees.
- d. Originals of the documents required in Section 2.2.
- e. Proof of compliance with the requirements in Section 2.3.

e.1 The means of accrediting knowledge of Catalan set out in Article 5 of Decree 128/2010, of 14 September, are as follows.

e.1.1 The certificate of satisfactory proficiency in Catalan (*nivell C*), awarded by the Government of Catalonia, established by current legislation on the evaluation and certification of Catalan.

e.1.2 Any of the degrees, diplomas and certificates deemed equivalent to the Government of Catalonia's certificate of satisfactory proficiency in Catalan, in accordance with current regulations.

e.1.3 A certificate of satisfactory proficiency in Catalan for teaching purposes issued by the university, obtainable by

- • successfully completing specific training organised by the university, or
- • an assessment carried out by the university.

e.2 Candidates who have gained the accreditation during compulsory education may submit any of the certificates of formal non-university education considered equivalent to the Government of Catalonia's certificate of satisfactory proficiency in Catalan, in accordance with current legislation.

e.3 Candidates who have previously participated successfully in selection processes for new lecturers at a university in which a Catalan test of equivalent or higher level was required should submit the certificate that accredits this.

e.4 In the event of not being able to accredit the required level of Catalan through the above means, the candidate should undertake to comply with the requirement set out in Section 2.3 of this document within two years of signing the contract, through any of the means established in point e.1.

9.2 If candidates do not present the required documentation within the period set out in Section 9.1, except in cases of force majeure (which must be duly verified by the convening authority), or if they do not meet one or more of the requirements for obtaining a contract, their appointment must be revoked, without detriment to any further responsibility that may have been incurred in the event of misrepresentation. In these cases, a new resolution must

be issued, awarding the contract to the second-placed candidate, in accordance with the rank order set out in the Selection Committee's proposal.

9.3 The contracts establish working conditions in accordance with the terms of this selection process and applicable law, together with the following additional terms, which must be complied with by lecturers recruited within the Serra Hunter Programme.

- The contract awardee must be evaluated specifically in terms of his or her academic merits as defined by the Serra Hunter Programme.
- The contract awardee must maintain an annually updated summary – maximum two pages – of the most important aspects of his/her curriculum vitae, and authorise this to be posted on the Serra Hunter Programme's website.
- The contract awardee must sign all his or her academic production as “*professor/professora Serra Húnter*”, “Serra Húnter fellow” or “*profesor/profesora Serra Húnter*”, depending on the case.
- He/she may not sign as “*professor/professora Serra Húnter*”, “Serra Húnter fellow” or “*profesor/profesora Serra Húnter*” on leaving the Programme, whatever the reason for this. Therefore the above clauses are not applicable.

9.4 Formal execution of the contract will normally be held over to the start of each academic year. Whatever the case, the contract must be executed within six months of the resolution date for the recruitment process.

## **10. Return of candidates' documents**

Candidates can recover all original documents that they have submitted, within a period of three months from the contract-awarding resolution. After this deadline, candidates will be assumed to have waived their right to recover it.

## ANNEX

**Selection process reference number: UAB-LE-601**

*Number of positions:* 1

*Category:* Tenure-eligible lecturer / *Lector(a)*

*Department:* Comunicació Audiovisual i Publicitat

*Subject area:* Publicitat / *Advertising*

President: David Domingo Santamaría (Université Libre de Bruxelles)

Secretary: Carles Llorens Maluquer (Universitat Autònoma de Barcelona)

Member 1: Maggie Geuens (Ghent University)

Member 2: Shintaro Okazaki (King's College London)

Member 3: Peeter Verlegh (Vrije Universiteit Amsterdam)

Stand-in Secretary: María Teresa Soto Sanfiel (Universitat Autònoma de Barcelona)

Stand-in member 1: Nathalie Dens (University of Antwerp)

Stand-in member 2: Kalliroy Panagiotopoulou (National and Kapodistrian University of Athens)

Stand-in member 3: Tiziano Bonini (Università degli Studi di Siena)

Stand-in member 4: Javier Díaz-Noci (Universitat Pompeu Fabra)

**Selection process reference number: UAB-LE-602**

*Number of positions:* 1

*Category:* Tenure-eligible lecturer / *Lector(a)*

*Department:* Comunicació Audiovisual i Publicitat

*Subject area:* Comunicació audiovisual / *Audiovisual communication*

President: Mark Deuze (Universiteit Van Amsterdam)

Secretary: María Teresa Soto Sanfiel (Universitat Autònoma de Barcelona)

Member 1: Andrew Miah (University of Salford)

Member 2: Raymond Boyle (University of Glasgow)

Member 3: Helen Wood (University of Leicester)

Stand-in Secretary: Carles Llorens Maluquer (Universitat Autònoma de Barcelona)

Stand-in member 1: Cornel Sandvoss (University of Huddersfield)

Stand-in member 2: Gunn Enli (University of Oslo)

Stand-in member 3: Thomas Tufte (Loughborough University)

Stand-in member 4: Diana Rieger (Ludwig Maximilians University)

**Selection process reference number: UAB-LE-603-604**

*Number of positions: 2*

*Category: Tenure-eligible lecturer / Lector(a)*

*Department: Psicologia Bàsica, Evolutiva i de l'Educació*

*Subject area: Psicologia bàsica, evolutiva i de l'educació / Developmental and Educational Psychology*

President: Leandro Da Silva Almeida (Universidade do Minho)

Secretary: Antoni Castelló Tarrida (Universitat Autònoma de Barcelona)

Member 1: Jan Vermunt (University of Cambridge)

Member 2: Katharina Scheiter (University of Tübingen)

Member 3: Sylvia Sastre Riba (Universidad de La Rioja)

Stand-in Secretary: Carlos Monereo Font (Universitat Autònoma de Barcelona)

Stand-in member 1: Robert M. Klassen (University of York)

Stand-in member 2: Julian Elliott (Durham University)

Stand-in member 3: Gary Morgan (City University of London)

Stand-in member 4: Margarida Romero (Université de Nice Sophia Antipolis)

**Selection process reference number: UAB-LE-605**

*Number of positions: 1*

*Category: Tenure-eligible lecturer / Lector(a)*

*Department: Didàctica de l'Expressió Musical, Plàstica i Corporal*

*Subject area: Didàctica de la música / Didactics of Music*

President: John Sloboda (Keele University)

Secretary: Joaquin Gairin (Universitat Autònoma de Barcelona)

Member 1: Lucy Green (University College London)

Member 2: Òscar Òdena (University of Glasgow)

Member 3: Claudia Gluschankof (Levinsky College of Education)

Stand-in Secretary: Mariona Espinet (Universitat Autònoma de Barcelona)

Stand-in member 1: Geir Johansen (Norwegian Academy of Music)

Stand-in member 2: Ana Lauricica (Universidad Pública de Navarra)

Stand-in member 3: Gabriel Enrique Rusinek (Universidad Complutense de Madrid)

Stand-in member 4: Bald Ana Rita Adessi (Universita di Bologna)win Van Gorp (KU Leuven)

**Selection process reference number: UAB-LE-606**

*Number of positions:* 1

*Category:* Tenure-eligible lecturer / *Lector(a)*

*Department:* Genètica i Microbiologia

*Subject area:* Genètica / *Genetics*

President: Martin Hrabe de Angelis (Technische Universität München)  
Secretary: Antonio Villaverde Corrales (Universitat Autònoma de Barcelona)  
Member 1: Alexandra Zhernakova (University of Groningen)  
Member 2: Ornella Semino (Università di Padova)  
Member 3: Stefano Bonassi (San Raffaele University)  
Stand-in Secretary: Jordi Barbé García (Universitat Autònoma de Barcelona)  
Stand-in member 1: Andrew Collins (University of Oslo)  
Stand-in member 2: Edward J Louis (University of Leicester)  
Stand-in member 3: Blanca Laffon Lage (Universidad de A Coruña)  
Stand-in member 4: Enrico Sabbioni (G. D'Annunzio University Foundation)

**Selection process reference number: UAB-LE-607**

*Number of positions:* 1

*Category:* Tenure-eligible lecturer / *Lector(a)*

*Department:* Mitjans, Comunicació i Cultura

*Subject area:* Periodisme / *Journalism*

President: Juan Carlos Miguel de Bustos (Universidad del Pais Vasco)  
Secretary: Miquel Moragas Spà (Universitat Autònoma de Barcelona)  
Member 1: Jane Singer (University City of London)  
Member 2: Karen Ross (Newcastle University)  
Member 3: Eugenia Siapera (Dublin City University)  
Stand-in Secretary: Charo Mateo Pérez (Universitat Autònoma de Barcelona)  
Stand-in member 1: Divina Frau-Meigs (Université Sorbonne Nouvelle)  
Stand-in member 2: Klaus Meier (University Eichstätt-Ingolstadt)  
Stand-in member 3: Jacques Guyot (Université Paris 8 Vincennes)  
Stand-in member 4: Carmelo Garitaonandia Garnacho (Universidad del Pais Vasco)

**Selection process reference number: UAB-LE-608**

*Number of positions: 1*

*Category: Tenure-eligible lecturer / Lector(a)*

*Department: Ciència Política i Dret Públic*

*Subject area: Ciència Política i de l'Administració / Political Science and Public Administration*

President: Christoph Knill (Ludwig-Maximilians-Universität München)

Secretary: Margarita Leon Borja (Universitat Autònoma de Barcelona)

Member 1: Elisabeth Ivarsflaten (University of Bergen)

Member 2: Arjen Boin (Leiden University)

Member 3: Marc Hooghe (KU Leuven)

Stand-in Secretary: Ismael Blanco Fillola (Universitat Autònoma de Barcelona)

Stand-in member 1: Susana Borrás (Copenhagen Business School)

Stand-in member 2: Thomas Christiansen (Maastricht University)

Stand-in member 3: Anne Rasmussen (University of Copenhagen)

Stand-in member 4: José Fernández Albertos (Centro de Ciencias Humanas y Sociales, CSIC)