

CALL FOR APPLICATIONS FOR UAB GRANTS FOR THE CAPTURE AND RETENTION OF RESEARCH TALENT AT THE UNIVERSITAT AUTÒNOMA DE BARCELONA (TALENT 2024)

Agreement of the Research Committee on 25 July 2024

Preamble

1. Aim

The Universitat Autònoma de Barcelona (UAB) wishes to continue its initiative to capture and retain research talent to promote research activities in the different areas of knowledge of the UAB.

Given the current difficulties to provide stable jobs for researchers as a result of the imposed replacement limitations, the UAB decided to establish calls for the capture and retention of research talent in 2017 and 2018 and 2021 and 2023 with temporary contracts which it aims to convert into permanent contracts whenever possible.

This year, to offer continuity to the initiative, the UAB wishes to launch a call for the signing of three new contracts, co-financed grants, for contracting PhD research staff (research professor) with accredited research experience.

The amount allocated to this call is **€ 248,230.89** for the first 3-year period.

2. Beneficiaries

Successful applicants must be able to accredit research activity over a minimum of five years including the post-doctoral period in other universities or research centres for a minimum of two years and they should have obtained their PhD qualification in or after 2004.

3. Nature of the grants

The grants for the contracting of research staff have a duration of three years (research professor contract according article 23 of Law 14/2011 on 1 June for Science, Technology and Innovation and article 11 of the collective bargaining agreement for teaching and research staff (PDI) in public universities) and are renewable in cases where the researchers receive a positive prior evaluation from a panel of independent experts and accreditation of advanced research from the Government of Catalonia (AQU) or access to the body of University Professors (ANECA), for periods of five successive years, which are also evaluable.

The evaluation will be equivalent to that which is carried out for six-yearly increments in research and also requires a favourable report from the department, institute or research centre in which the researcher is employed. The information that will be used for the renewal will be that contained in the Egreta database, institutional application of research management at the UAB.

3.1 Amount and payments

A research professor contract will be formalized, in accordance with the [current remuneration tables](#) at the UAB at the time of formalizing the contract.

CALL FOR APPLICATIONS FOR UAB GRANTS FOR THE CAPTURE AND RETENTION OF RESEARCH TALENT AT THE UNIVERSITAT AUTÒNOMA DE BARCELONA (TALENT 2024)

According to this information, the annual cost of hiring the research professor modality is €55.162,41 per year. The aid contemplated in this call is €27.581,21, which corresponds to 50% of the total cost of the contract. The remaining 50% must be contributed by the beneficiary from their research projects or contracts, or from the research group they belong to. Failure to comply with this commitment will result in the termination of the contract with 3 months' notice.

The total amount will be paid annually in 14 payments.

3.2 Rights of contracted research staff

- a) Receive the corresponding amount in the form established in section 4 of this call for applications.
- b) Obtain the necessary collaboration and support from the university to be able to carry out the research tasks.
- c) Enjoy the corresponding intellectual and industrial property rights derived from the research activity in accordance with the legislation and regulations in force.
- d) Use the services offered by the university and take part in the activities in accordance with the internal rules of the UAB, including the option of applying for other calls for applications at the UAB.
- e) Enjoy the same rights and social benefits as the academic staff of the UAB.
- f) Possibility to apply for a teaching position for distinguished merits awarded annually by the UAB by the Talent collective. To be able to apply, the approval of the Department to which you would like to join is essential, as the position belongs to the department.

Acceptance of the grant implies the participation of the grant holder in teaching tasks of up to 100 hours per academic year and their acceptance in one of the departments of the UAB, with the approval of an institute or research centre, if applicable.

3.3 Responsibilities of contracted research staff

- a) Ensure the provision of the co-financing as established in section 4 of the call for applications.
- b) Comply with the internal regulations for contracting and regulations of the Universitat Autònoma de Barcelona.
- c) State their affiliation to the Universitat Autònoma de Barcelona in all publicity and publications, following the recommendations set out in Annex 1. Failure to do so will result in the cancellation of the grant.
- d) Give credit to the UAB-Banco de Santander Talent Programme by mentioning it in the acknowledgements section.

CALL FOR APPLICATIONS FOR UAB GRANTS FOR THE CAPTURE AND RETENTION OF RESEARCH TALENT AT THE UNIVERSITAT AUTÒNOMA DE BARCELONA (TALENT 2024)

- e) Incorporate, both to the EGRETA management application and to the UAB Digital Repository of Documents (DDD), publications (articles, books and book chapters) and other curricular activities (attendance and/or participation in congresses, conferences and symposium, etc.) published or presented during this period. Datasets must be referenced in EGRETA and published in the CORA.RDR repository. The teaching resources developed during this period must also be deposited in the DDD.
- f) Present a report of the activity carried during the three-year grant period. This information will be used as documentation for the evaluation.

3.4 Responsibilities of the Universitat Autònoma de Barcelona

- a) Draw up an employment contract in accordance with the legislation in force.
- b) Offer the necessary support to the contracted researcher and make available the necessary means and equipment for them to carry out their research activity and ensure that they have the same rights and conditions as the other staff of the same or a similar category.
- c) Oversee compliance with the rules on incompatibility.

The award of the grant and the signing of the contract do not imply any commitment on the part of the UAB to incorporate the grant holder in the teaching and research staff.

3.5 Rules on incompatibility

- a) The status of contracted research staff on this programme is incompatible with contractual or statutory relations that do not permit exclusivity to research activity. In the case of any unforeseen incompatibility the UAB will cancel the contract of distinguished and/or ordinary researcher. In exceptional circumstances there may special situations of contractual compatibility that will be taken into account.
- b) Contracted researchers may receive additional income from R&D projects and contracts signed in application of article 60 of Organic Law 2/2023 and Law 14/2011 on Science, Technology and Innovation, as well as complementary grants from the European Commission to promote the training and mobility of researchers, as long as these grants do not involve the signing of employment contracts.

4. Application and Deadlines

4.1 Application and documents

Please attach the following documents with your application:

1. **Curriculum vitae.** The CV must include a section of no more than one page containing the academic career of the applicant, along with their ten most important academic contributions.

CALL FOR APPLICATIONS FOR UAB GRANTS FOR THE CAPTURE AND RETENTION OF RESEARCH TALENT AT THE UNIVERSITAT AUTÒNOMA DE BARCELONA (TALENT 2024)

Section B (publications), C (artistic work and architectural projects) and D (patents and models of use) on the CV must include details identifying the merits indicated. If this information is not included the merits will not be considered in the evaluation.

- 2. Accepted publications.** Only publications that are accepted but pending publication together with the accreditive documentation from the publisher should be attached in a single file.
- 3. References (optional).** Up to three references may be requested from academics of recognised status related to the applicant's completed research activity.
- 4. A resource plan** with possible sources of financing to guarantee that the co-financing required by the contract is fulfilled.
- 5. A document** outlining the **lines of research** and objective to be carried out over the three-year contract period (maximum 3 pages).
- 6. An [acceptance document](#)** from the department, institute, or research centre of the UAB.

4.2 Deadline

The period for presenting applications and the required documentation is from **2 September to 14 October 2024**

4.3 Presentation of application

Applications should be made using the UAB [Research Virtual Office](#).

Registration must be done by [Plataforma de Becas Santander](#)

Once completed, save the form as a PDF, **download it and sign it electronically**. You can consult the digital certificates recognised at the UAB on the [website of the e-Office](#)

The application and the documentation required in point 4.1 must be submitted through the [UAB Online Register](#)

5. Selection and evaluation criteria

Applications will be evaluated in accordance with the following criteria:

1. Quality of academic production in the last ten years with articles and high impact publications, international projection and participation in research projects on a national and international level, and participation in transfer activities. This period may be extended to eleven years if the applicant can justify a period of maternity or paternity leave or has had care of dependents (children under six years old, people

CALL FOR APPLICATIONS FOR UAB GRANTS FOR THE CAPTURE AND RETENTION OF RESEARCH TALENT AT THE UNIVERSITAT AUTÒNOMA DE BARCELONA (TALENT 2024)

with physical, mental or sensory disabilities or dependents over the age of sixty-five). In the case of more than one maternity or paternity leave the period will be extended for each leave period.

This section counts for 60% of the total evaluation.

2. Direction of research lines or being or having recently been the PI in research projects or transfer projects. Adaptation of research lines presented to the strategy of the Horizon Europe objectives.

This section counts for 35% of the total evaluation.

3. Accreditation of research by recognised organisations. Recognition of advanced research will count for the maximum score in this section. Other types of accreditation will count for less.

This section counts for 5% of the total evaluation.

4. The evaluation of the above sections will be carried out taking into account the different academic fields of the applicants. In the case of applications with the same score in the assessment, it will be prioritized considering the underrepresented gender.

The candidacies are selected by a committee of expert evaluators, external to the UAB.

A shortlist is produced as a result of the evaluation for candidates with a minimum score of 7 out of 10.

6. Results of the call for applications

The maximum period in which to make decisions on the application is six months from the deadline for receipt of applications. After that date any applications that have not received an express outcome will be considered rejected. Notwithstanding, the date forecast for the results of this call for applications is **April 2025**.

6.1 Publication of the results

The provisional results of this call for applications will be published and they may be modified after the deadline for appeals and a final decision. These results will be made public on the [Financial aids, grants and calls Portal](#), although applicants may also receive the information at the email given on their application form.

CALL FOR APPLICATIONS FOR UAB GRANTS FOR THE CAPTURE AND RETENTION OF RESEARCH TALENT AT THE UNIVERSITAT AUTÒNOMA DE BARCELONA (TALENT 2024)

6.2 Appeals (results)

Within a period of ten calendar days from the day after the list of provisional candidates is published, applicants may present the appeals that they consider opportune to the General Registry of the UAB, addressed to the Vice rector for Research and Transfer.

In response to the decisions taken on the appeals, applicants may file a second appeal to the Rector of the university within a period of one month.

Pursuant to the provisions of article 111 of Law 30/1992, 26 December, on the legal regime of public administrations and on common administrative procedure, the lodging of appeals against the agreements and resolutions of the competent authorities does not necessarily cause the suspension of the actions under dispute.

6.3 Acceptance

Once the final list has been made public, selected candidates will receive an email notifying the award of the grant together with an acceptance document.

Grant beneficiaries must return the acceptance document within a period of ten calendar days from the date of the confirmation of the award along with the agreement of compliance with the general conditions of this call for applications, duly signed.

7. Management of grants

7.1 Execution of the contract

The contract will be executed during the thirty days after the final decision of the call. Successful applicants may be incorporated during the six months following the awarding of the grant.

7.2 Suspension of the contract

Situations of temporary disability and periods of time dedicated to the enjoyment of full-time leave due to pregnancy, pregnancy, risk during pregnancy (pregnancy and breastfeeding, birth, maternity, paternity, adoption for care for the purpose of adoption or foster care, or breastfeeding accumulated over full days) or for similar situations related to the above, as well as the enjoyment of full-time leave for reasons of conciliation or care of minors, family members or dependents, and the time spent taking leave of absence for childcare, family member or gender violence during the duration of the contract will interrupt the calculation of the deadline for its duration.

In accordance with the legislation in force, the contract will be extended for the same period as it was suspended for the reasons given above.

Beneficiaries may apply for research stays at institutions external to the UAB for a maximum period of three months per year.

CALL FOR APPLICATIONS FOR UAB GRANTS FOR THE CAPTURE AND RETENTION OF RESEARCH TALENT AT THE UNIVERSITAT AUTÒNOMA DE BARCELONA (TALENT 2024)

7.3 Termination of the contract

Failure to comply with any of the obligations established in section 6 of this call for applications will result in the termination of the contract.

In accordance with the legislation in force the contract may also be cancelled by the UAB, with written communication of this fact with three months' notice, without prejudice to the possibility of termination of the contract by the contractee for reasonable causes. Total or partial failure to give notice will entitle the contractee to receive the salary corresponding to the period of notice not given.

Where the UAB cancels the contract, the contractee will have the right to severance pay corresponding to unfair dismissal in the Revised Text of the Law of the Worker's Statute, without prejudice to what may correspond to the contractee due to partial or total failure to serve notice.

8. Justification of the grant

Not applicable.

9. Resources

An appeal may be lodged with the rector of the UAB against this resolution, which does not exhaust the administrative channels, within one month from the day following receipt of this notification, or, where appropriate, from the day following its publication, in accordance with the provisions of articles 121 and 122 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations.

10. Ethical principles – Specific codes of conduct

The activities within the framework of the grant must comply with the principles established in the code of good practices in research, approved by Agreement of the UAB Governing Council, of 30 September 2020.

11. Data protection

The data provided by the candidates are incorporated into a file of the Universitat Autònoma de Barcelona, in order to manage the process of processing and awarding the grants.

In accordance with the provisions of Organic Law 3/2018, of 5 December, on the protection of personal data and guarantee of digital rights, interested parties may exercise, before the General Secretariat of the Universitat Autònoma de Barcelona, the right of access, rectification and cancellation of their data.

CALL FOR APPLICATIONS FOR UAB GRANTS FOR THE CAPTURE AND RETENTION OF RESEARCH TALENT AT THE UNIVERSITAT AUTÒNOMA DE BARCELONA (TALENT 2024)

12. Annex

RECOMMENDATIONS FOR STANDARDIZED AUTHOR SIGNATURES AND AFFILIATION OF RESEARCHERS OF THE UNIVERSITAT AUTÒNOMA DE BARCELONA

You can find the full information at this link (in Catalan): <https://ddd.uab.cat/record/224218>

Authors must *always* include a reference to their affiliation to the Universitat Autònoma de Barcelona, independently of the type of publication or publicity.

The name *Universitat Autònoma de Barcelona* must appear without any other adjective and must appear followed either by a comma or a full stop.

There should be as many references beside the name of the author as the number of affiliations they have, to show that they are different centres.

The affiliation should appear in the following order: name of department, centre or institute (full name in the original language), institution on which it depends, postal address, town or city and country.

In the case of mixed centres that depend on different institutions, the name of each centre and the institutions on which they depend should be specified.

For researchers in hospital centres who are also university lecturers both institutions should be included.

Correct format:

- Use initials (*UAB*) to refer to affiliation to the Universitat Autònoma de Barcelona.
- Translate into other languages such as English. Search engines use the following searchterm for our university: "Univ Autonoma de Barcelona". That means the affiliation in Spanish is correct.

Also remember that aside from any recommendations, each journal has its own style guide and so the final draft depends on the instruction received by the author when presenting the article for publication. Independently of the journal's own rules affiliation to the Universitat Autònoma de Barcelona should be clearly mentioned.

Examples of correct references:

XXXXXXX 1,3 and YYYYYYY 2,3

1 Department of Pathology and 2 Fetal Medicine Unit, Department of Obstetrics and Gynaecology, Hospital Universitari Vall d'Hebron, Barcelona, Spain

3 **Universitat Autònoma de Barcelona**, 08193 Bellaterra, Spain

**CALL FOR APPLICATIONS FOR UAB GRANTS FOR THE CAPTURE AND
RETENTION OF RESEARCH TALENT AT THE UNIVERSITAT
AUTÒNOMA DE BARCELONA (TALENT 2024)**

XXXXXXX 1,2 and YYYYYYY 1,2

1 Institut de Recerca, Hospital, Barcelona, Spain

2 **Universitat Autònoma de Barcelona**, 08193 Bellaterra, Spain

BBBBBBBB 1,2

1 Departament de Ciència Animal i dels Aliments, Facultat de Veterinària, **Universitat Autònoma de Barcelona**, 08193 Bellaterra, Spain;

2 Institut Català de Recerca i d'Estudis Avançats (ICREA), Barcelona, Spain