

# APPLICANTS GUIDE

## FELLOWSHIP PROGRAMME CONTEXT

The IberusExperience Programme is an International postdoctoral Fellowship Programme promoted by the Consorcio Campus Iberus ([www.campusiberus.es](http://www.campusiberus.es)), which is the Campus of International Excellence of the Ebro Valley. IberusExperience will recruit in a single call 11 Experienced Researchers (ERs) of any nationality to develop individual and freely selected research projects for 36 months at one of the four recruiting universities based in northeastern Spain: Universidad de Zaragoza - UNIZAR, Universidad Pública de Navarra - UPNA, Universitat de Lleida – UdL, and Universidad de La Rioja – UR.

The programme is cofounded by Campus Iberus universities and the European Union's H2020 research and innovation programme under Marie Skłodowska-Curie grant agreement no 101034288.

The selection and recruitment process will follow the principles of the European Charter for Researchers and the European Code of Conduct for the Recruitment of Researchers. The recruiting universities, that hold or have adhered to the Human Resources Strategy for Researchers – HRS4R seal, will openly demonstrate their commitment to act in a responsible and respectable way and to provide fair framework conditions to the researchers.

## RESEARCH AREAS OF THE PROGRAMME

The International Fellowship Programme for Talent Attraction to the Campus of International Excellence Campus Iberus – IberusExperience – will select 11 excellent Experienced Researchers to develop individual and freely selected projects in five areas of research specialisation:

- 🌐 Agri-food and Nutrition.
- 🌐 Health Technologies.
- 🌐 Energy and Sustainability.
- 🌐 Social and Territorial Development.
- 🌐 Circular Bio-Economy.

The Campus counts with 35 active research clusters in these five areas of strategic specialization. They group in total more than 600 researchers from the 4 universities

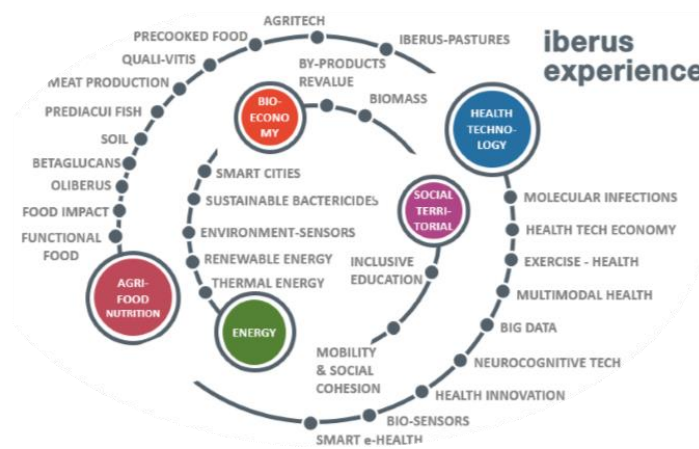


Figure 1. Research Clusters in Campus Iberus

of Campus Iberus and over 90 non-academic research organisations and enterprises.

## IBERUSEXPERIENCE FELLOWSHIPS

Positions offered at each university

Campus Iberus University	No of fellowships
University of Lleida	4
Public University of Navarre	3
University of La Rioja	2
University of Zaragoza	2

The following principal researchers are looking for postdocs in their research area and university.

### AGRI-FOOD AND NUTRITION

Ref.	University	PI Supervisor	Area; subarea	Key words
UR-JHB	University of La Rioja	<a href="#">Jesús H. Busto</a>	Agricultural and Agri-food science; food science and technology. Chemical science and technology; chemistry	NMR applications; metabolomics; food microbiology; wine; fermentation; metabolites evolution and differentiation; quality biomarkers; microbial susceptibility analysis; food safety.
UR-AGM	University of La Rioja	<a href="#">Ana Gonzalez Marcos</a>	Agricultural and Agri-food science; food science and technology. Chemical Science and Technology; chemistry.	Food disinfection using direct atmospheric pressure cold plasma; Mechanisms of microbial disinfection of cold plasma; Effects of cold plasma on food quality; Food functionalization using cold plasma; Food contact surface decontamination using cold plasma; Food disinfection using plasma activated water (PAW); Food packaging material processing and in-package food decontamination using cold plasma; Plasma-polymerized functional coatings; Security and safety of cold plasma treated food; Industrial scale-up of cold plasma technology; Data science; Machine learning.
UR-CT	University of La Rioja	<a href="#">Carmen Torres</a>	Biomedicine; immunology, infection and new therapies. Agricultural and Agri-food sciences; Food science and technology,	Antibiotic resistance; OneHealth, Humans-Animals-Environment, Resistome and Virulome, Food Security; New Antimicrobials, Antibiotic Resistance Modelling; Antibiotic footprint.

			agriculture and farming.	
<b>UNIZAR-LMA</b>	University of Zaragoza	<a href="#">Luis Moreno Aznar</a>	Biomedicine; clinical medicine, organ and system pathophysiology.	Nutrition; physical activity; obesity; children; adolescents; growth; energy-dense foods; genetics and environment; OMICS; in vivo studies; molecular biology.
<b>UPNA-CAI</b>	Public University of Navarre	<a href="#">Cesar Arrese-Igor Sánchez</a>	Agricultural and Agri-food sciences; agriculture and forestry.	Legumes; symbiotic nitrogen fixation; rhizobium; abiotic stress; ethylene; agriculture.
<b>UDL-JR</b>	University of Lleida	<a href="#">Jordi Recasens</a>	Agricultural and Agri-food sciences; agriculture and forestry.	Sustainable systems of plant production and protection, Weed ecology , Sustainable agriculture practices, Integrated crop protection, Organic agriculture, Agroecology.
<b>UDL-RS</b>	University of Lleida	<a href="#">Robert Soliva</a>	Agricultural and Agri-food sciences; Food Science and Technology.	Food technology; preservation; plant based products; pulsed electric fields; fruit juices; edible coatings; shelf-life extension; non-thermal food processing; organoleptic & nutritional properties; valorization of by-products; pilot plant trials.
<b>UDL-GAS</b>	University of Lleida	<a href="#">Gustavo A. Slafer</a>	Agricultural and Agri-food Sciences; agriculture and forestry.	Crop ecophysiology; Mediterranean crops; physiological attributes; genetic bases for yield; betaglucans; crop improvement; extensive crops; barley; wheat.
<b>UDL-JG</b>	University of Lleida	<a href="#">Josep Galceran</a>	Agricultural and Agri-food Sciences; agriculture and forestry.	Monitoring tools; nutrient management (P, N, K, Ca, Mg, micronutrients) crops, fertilization; predictive modelling; DGT/DET passive sampling; solute imaging techniques; rhizotrons; analytical methods (ICP-MS). Agronomy, Cropping technology, Soil-Crop-Atmosphere relationships.

## HEALTH TECHNOLOGIES

Ref.	University	PI Supervisor (link to email)	Area; subarea	Key words
<b>UR-FCL</b>	University of La Rioja	<a href="#">Francisco Corzana López</a>	Chemical Science and Technology; chemistry	Synthesis of glycopeptides; NMR experiments; molecular dynamic simulations; clinical applications; tumor detection; anticancer vaccines; unnatural antigens; MUC1-like glycopeptides; gold nanoparticles; biofunctionalised nanoparticles; antibody detection; nanoparticle-based vaccine development; mice experimentation.

<b>UR-AGM</b>	University of La Rioja	<a href="#">Ana Gonzalez</a> <a href="#">Marcos</a>	Agricultural and Agri-food science; food science and technology. Chemical Science and Technology; chemistry.	Food disinfection using direct atmospheric pressure cold plasma; Mechanisms of microbial disinfection of cold plasma; Effects of cold plasma on food quality; Food functionalization using cold plasma; Food contact surface decontamination using cold plasma; Food disinfection using plasma activated water (PAW); Food packaging material processing and in-package food decontamination using cold plasma; Plasma-polymerized functional coatings; Security and safety of cold plasma treated food; Industrial scale-up of cold plasma technology; Data science; Machine learning.
<b>UR-CDP</b>	University of La Rioja	<a href="#">Cesar Dominguez</a> <a href="#">Perez</a>	Information and Communication Technologies; computer science and information technology.	Bioinformatics; machine learning; deep learning; algorithms; computer methods; analysis of digital bioimages; mathematical models; biomedical applications.
<b>UR-CT</b>	University of La Rioja	<a href="#">Carmen Torres</a>	Biomedicine; immunology, infection and new therapies. Agricultural and Agri-food sciences; Food science and technology, agriculture and farming.	Antibiotic resistance; OneHealth, Humans-Animals-Environment, Resistome and Virulome, Food Security; New Antimicrobials, Antibiotic Resistance Modelling; Antibiotic footprint.
<b>UR-FA</b>	University of La Rioja	<a href="#">Fernando Antoñanzas</a>	Economy; economy and its applications	Health economics; health care cost analysis; statistical analysis and modelling; informatics models of economic evaluation; chronic diseases; infectious diseases; antibiotics; antimicrobial resistance; epidemiology; life cycle models.
<b>UPNA-IM</b>	Public University of Navarre	<a href="#">Ignacio Matias</a>	Information and Communication Technologies; microelectronics, nanotechnology and photonics.	Photonic sensors; biomedical devices; LMR – based optical waveguide sensing platform; detection of DNA or proteins; aqueous environment; Lossy Mode Resonance technology; optical resonators; microfluidic systems; EVs.
<b>UPNA-IL</b>	Public University of Navarre	<a href="#">Iñigo Lasa</a>	Bioscience and Biotechnology; biotechnology.	Microbial pathogenesis; bacterial gene regulation; signal transduction; biofilms; Bap family proteins; exopolysaccharides; RNA transcription; biotechnology; molecular biology; genetic engineering.

<b>UNIZAR-MR</b>	University of Zaragoza	<a href="#">Martín Resano</a>	Chemical Science and Technology; chemistry.	Atomic Spectroscopy; isotopic and elemental analysis; trace levels; biomedical applications; nanotechnology.
<b>UNIZAR-JGB</b>	University of Zaragoza	<a href="#">Javier Galbán Bernal</a>	Chemical Science and Technology; chemistry.	Optical nano biosensors; enzymatic reactions; flavoenzymes; blood clinical parameters (glucose, lipids); continuous monitoring; hemeproteins; biogenic amines; nanomaterials (gold nanoparticles; nanoclusters); theoretical studies; signal modelling; data management; implementation in disposable devices (test strip, lateral flow systems) and smart packaging; digital image detection systems.
<b>UDL-DAC</b>	University of Lleida	<a href="#">Diego Arango del Corro</a>	Biomedicine; Cancer	Molecular oncology; colorectal cancer; genetics; clinical trials; mouse models; patients; therapies; regorafenib; TAS102; predictive biomarker signatures; clinical implementation; microRNA predictors.

## ENERGY AND SUSTAINABILITY

Ref.	University	PI Supervisor (link to email)	Area; subarea	Key words
<b>UNIZAR-JC</b>	University of Zaragoza	<a href="#">Joaquín Coronas</a>	Chemical Science and Technology: chemical engineering.	Membrane materials (silicates; zeolites; MOFs, graphene); nanomaterials; hybrid materials (polymer/nanoparticle); energy-efficient separation; gas separation; nanofiltration; pervaporation; osmotic distillation; greenhouse emissions; water purification; micropollutants; gas separation (H <sub>2</sub> /CO <sub>2</sub> and CO <sub>2</sub> /N <sub>2</sub> mixtures); CO <sub>2</sub> reduction; sustainability; economical rates; membranes scale-up.
<b>UNIZAR-FFA</b>	University of Zaragoza	<a href="#">Francisco J. Fernández Álvarez</a>	Chemical Science and Technology; chemistry.	Homogeneous catalysis; organometallic compounds; sustainable chemical processes; hybrid catalysts; nanostructured materials; graphene oxide; carbon nanotubes; immobilized molecular catalyst (silica); chemical transformation of greenhouse gases; sustainability.
<b>UNIZAR-MBN</b>	University of Zaragoza	<a href="#">María Bernechea Navarro</a>	Materials Science and Technology; materials for energy and environment.	Nanomaterials synthesis; photoactive organometallic complexes; nanostructured materials; composite materials; lighting; energy; photocatalysis.
<b>UNIZAR-MHR</b>	University of Zaragoza	<a href="#">Marta Haro Remón</a>	Energy and Transport; energy.	Nanostructured electrodes; energy storage; solar energy conversion into electrochemical

				energy; light irradiation; supercapacitors; batteries; material science; nanoscience.
<b>UNIZAR-EJP</b>	University of Zaragoza	<a href="#">Emilio J. Juárez-Pérez</a>	Materials Science and Technology; Materials for Energy and Environment.	Nanomaterials synthesis; novel catalysts; energy; environment; security; photocatalysis; solar cells and sensors; advanced microscopy analysis; energy harvesting and storage; perovskite solar cells.
<b>UR-DSR</b>	University of La Rioja	<a href="#">Diego Sampedro Ruiz</a>	Chemical Science and Technology; chemistry.	Photochemistry; Molecular photoswitches; photoprotection; energy storage; light and matter interactions; solar energy storage; computational techniques; experimental process; functionalized chromophores; innovative plastics; thermal energy; indoor conditioning; industrial applications.
<b>UDL-LFC</b>	University of Lleida	<a href="#">Luisa F. Cabeza</a>	Energy and Transport; energy.	Thermal energy; Energy engineering; sustainability; LCA; thermal energy storage; heat exchange; lab & pilot experiments; technology scale-up; modelling.
<b>UDL-JO</b>	University of Lleida	<a href="#">Jonàs Oliva</a>	Agricultural and Agri-food Sciences; agriculture and forestry.	Community ecology; Forest pathology; High-throughput sequencing; Pathogenicity trials; Soil experiments; Soil microbiota; Climate change ; Response to drought.
<b>UDL-CF</b>	University of Lleida	<a href="#">César Fernández</a>	Energy and transport; energy.	Artificial intelligence, intelligence control, control strategies, predictive control, deep-learning.
<b>UDL-SDM</b>	University of Lleida	<a href="#">Sergio de Miguel</a>	Environmental science and technology; Biodiversity. Agricultural and Agri-food sciences; earth and water sciences, climate and atmosphere, environmental technology, agriculture and forestry.	Global forest; forest; ecology; management; disturbance; ecosystems; biodiversity; ecosystem services; fire; structure; open data; environmental and socio-economic impact; climate change; global change; remote sensing (airborne and satellite LiDAR, imagery); spatial analysis; data science; statistical modelling; artificial intelligence; big data; multiple scale (large scale to global level analysis); programming languages (R and Python).
<b>UDL-GAS</b>	University of Lleida	<a href="#">Gustavo A. Slafer</a>	Agricultural and Agri-food Sciences; agriculture and forestry.	Crop ecophysiology; Mediterranean crops; physiological attributes; genetic bases for yield; betaglucans; crop improvement; extensive crops; barley; wheat.
<b>UPNA-AG</b>	Public University of Navarre	<a href="#">Antonio Gil</a>	Chemical Science and Technology; chemical engineering.	Catalytic performance of metal nanomaterials, photocatalysis, pollutants removal, porous and surface properties of

				solids, nanoclays, gas adsorption, energy storage, environmental technologies, industrial waste valorization.
<b>UPNA-IE</b>	Public University of Navarre	<a href="#">Iñigo Ederra</a>	Information and Communication Technologies; communication technologies	Electromagnetism; THz inspection; solar cells; radiative cooling; metamaterials; metasurfaces; parameter retrieval; energy applications; photovoltaic industry.

## SOCIAL AND TERRITORIAL DEVELOPMENT

Ref.	University	PI Supervisor (link to email)	Area; subarea	Key words
<b>UR-SSR</b>	University of La Rioja	<a href="#">Sylvia Sastre Riba</a>	Mind, language and thought; linguistics and languages. Psychology. Educational science	Neuroconstruction; cognitive modelling; language use; human mind; linguistic expression; applied psychology; education.
<b>UNIZAR-FBL</b>	University of Zaragoza	<a href="#">Francisco Beltrán</a>	Studies of the past, history and archeology.	Latin and Palaeohispanic epigraphy; ancient history of Hispania; Palaeo-European languages and epigraphic cultures; cultural heritage dissemination.

## CIRCULAR BIO-ECONOMY

Ref.	University	PI Supervisor (link to email)	Area; subarea	Key words
<b>UNIZAR-FFA</b>	University of Zaragoza	<a href="#">Francisco J. Fernández Álvarez</a>	Chemical sciences and technology; chemistry.	Homogeneous catalysis; organometallic compounds; sustainable chemical processes; hybrid catalysts; nanostructured materials; graphene oxide; carbon nanotubes; immobilized molecular catalyst (silica); chemical transformation of greenhouse gases; sustainability.
<b>UDL-JO</b>	University of Lleida	<a href="#">Jonàs Oliva</a>	Agricultural and Agri-food Sciences; agriculture and forestry.	Community ecology; Forest pathology; High-throughput sequencing; Pathogenicity trials; Soil experiments; Soil microbiota; Climate change; Response to drought.
<b>UDL-SDM</b>	University of Lleida	<a href="#">Sergio de Miguel</a>	Environmental science and technology; Biodiversity. Agricultural and Agri-food sciences; earth and water sciences, climate and atmosphere,	Global forest; forest; ecology; management; disturbance; ecosystems; biodiversity; ecosystem services; fire; structure; open data; environmental and socio-economic impact; climate change; global change; remote sensing (airborne and satellite LiDAR, imagery); spatial

			environmental technology, agriculture and forestry	analysis; data science; statistical modelling; artificial intelligence; big data; multiple scale (large scale to global level analysis); programming languages (R and Python).
<b>UDL-GAS</b>	University of Lleida	<a href="#">Gustavo A. Slafer</a>	Agricultural and Agri-food Sciences; agriculture and forestry.	Crop ecophysiology; Mediterranean crops; physiological attributes; genetic bases for yield; betaglucans; crop improvement; extensive crops; barley; wheat.

## EMPLOYMENT TERMS AND CONDITIONS

- 🌀 **3 years working contract full-time** (37,5 h/week).
- 🌀 Gross salary of **37.828 €/year**.
- 🌀 Researchers with family will receive a family allowance. This makes a total gross salary of **39.185 €/year** for researchers with family.  
*Family is defined as persons linked to the researcher by marriage (or in a relationship with equivalent legal status in the country where it was formalized) or children or economically dependent family member of the researcher.*
- 🌀 Research budget of **28.800 €** (9.600 €/year) for research costs, trainings and networking.
- 🌀 Social health care included under the regime of Spanish Social Security System.
- 🌀 Vacation of 22 working days/year, besides 3 days of personal duties.
- 🌀 Maternity/paternity leave of 16 weeks.
- 🌀 Unemployment benefit of 12 months for the 3-year contract.
- 🌀 Contracts starting before **November 2022**.

## ELIGIBILITY CRITERIA

Researchers from all nationalities can apply for the IberusExperience programme if they fulfill the following eligibility criteria:

- 🌀 The researcher must be an **Experienced Researcher**, meaning that they must be holding a PhD degree before the application deadline.  
*Periods of inactivity in research (e.g. unemployment, periods of employment outside research, parental or long-term sick leave) do not count as research experience.*
- 🌀 The researcher must comply with the **mobility rule of the Marie Skłodowska-Curie Actions**: not have resided or carried out their main activity (work, studies, etc.) in Spain for more than 12 months in the 3 years immediately before the call deadline.



*Compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status (under the 1951 Geneva Convention and the 1967 Protocol) are not taken into account.*

*Short stays are characterised by the type of activity rather than by a specific number of days. A period can only be considered as a short stay if the researcher did not reside or did not have their main activity (work, studies, etc.) in the country during that period (such as holidays or participation to conferences).*

Special cases for the mobility rule:

**Researchers coming from a career break in research**, i.e. they were not active in research for a continuous period of at least 12 months within the 18 months immediately prior to the call deadline. The mobility rule in this special case is to not have resided or carried out their main activity in Spain for more than 3 years in the last 5 years immediately before the call deadline. The professional status confirming the eligibility needs to be duly justified with contracts and official documents of the unemployment services.

*Active in research means being employed or holding a scholarship in research. Parental leaves and unpaid leaves of absence will not be counted as periods of active engagement in research, even if a formal employment relationship exists during these periods. Publications or mere association to a university or any other link to the university that is not considered as an employment contract or a fellowship agreement, are not considered as periods of active engagement in research.*

*Example of mere association: the researcher is allowed to use the facilities of the university, he/she is sent to a conference by or on behalf of the university or is enrolled in a bachelor's/master's or other non-research related degree at the university.*

**Researchers reintegration in Europe**, they must be nationals or long-term residents of a EU country and moving from outside Europe to Spain. The mobility rule in this special case is to not have resided or carried out their main activity in Spain for more than 3 years in the last 5 years immediately before the call deadline.

Researcher's case	NATIONALITY requirements	MOBILITY RULE	OTHER REQUIREMENTS
Standard	None	Not reside or carried out their main activity in Spain for more than 12 months in the last 3 years	None

<b>Career Restart</b>	None	Not reside or carried out their main activity in Spain for more than 3 years in the last 5 years	Not active in research for at least 12 months in the last 18 months.
<b>Reintegration</b>	Nationals or long-term residents of EU Member State or Associated Countries	Not reside or carried out their main activity in Spain for more than 3 years in the last 5 years	Moving directly from a Third Country (non EU Member State or Associated Country)

**Researchers who are refugees** in a member state or associated country in Europe (under the 1951 Geneva Convention and the 1967 Protocol) are encouraged to apply, irrespective of whether they are long-term residents or not, if they fulfil the other eligibility conditions.

## WHEN TO APPLY

Call opening	Call deadline	Eligibility list	Evaluation results	Interviews and ethics clearance	Resolution	Appointment date at latest
01/11/2021	<b>31/01/2022</b>	14/02/2022	01/05/2022	May – June 2022	01/07/2022	30/11/2022

## HOW TO APPLY

Applications must be submitted on-line via the application tool of the IberusExperience website and using the available templates, before the call deadline on January 31<sup>st</sup> 2022.

### 1. Publication of the call

The call will be published on **November 1<sup>st</sup> 2021** and it will be opened for 3 months until **January 31<sup>st</sup> 2022**.

### 2. Application process

The call for applicants opens on the date of its publication and it will close on **January 31<sup>st</sup> 2022** at 23:59 (Central European Time – CET).

The full application pack consists of:

- 📄 Administrative form in the Application Tool: incl. Project number, Personal Information, Education, Research Outputs, Professional Experience, Complementary Skills, Fellowship Information, GDPR consent and declaration of compliance with the eligibility criteria.
- 📄 Scanned copy of identity card, resident's card or passport in force.
- 📄 Certificates: scanned copy of all academic certificates in your CV (PhD, MSc, BSc, others).

- 🌀 CV in free format (MAX 2 pages – the information of the candidate must be included in the dedicated sections of the Application Tool). Please specify if any career gaps because of maternity or paternity leave or any other career breaks, unconventional paths, refugee status, disabilities, victim of gender, data protection needs or any special needs.
- 🌀 Research proposal in the provided template.
- 🌀 Ethics self-assessment questionnaire.
- 🌀 Personal Career Development Plan in the provided template.
- 🌀 Reference letters (2 max.) in free format (optional, but recommended).

All documents must be presented in English. Only academic certificates may be presented in other *EU official languages such as French, Italian, German, Portuguese, Spanish.*

## EVALUATION PROCESS

### 1<sup>st</sup> step – ELIGIBILITY CHECK

A list of eligible and non-eligible applicants will be published at the website. Candidates will have 14 calendar days to deliver missing documentation to duly justify eligibility. Eligibility will be reassessed and the definitive list of eligible applicants will be published. Only eligible candidates will be further evaluated.

### 2<sup>nd</sup> step – SCIENTIFIC EVALUATION

The evaluation of the applicant's CV and research proposal will be done by an independent evaluation agency. The following criteria will be assessed:

- 🌀 **Applicant's CV: Max score 50** (threshold 30). Academic track record (MSc, PhD studies, academic transcripts, studies abroad, awards, etc), research experience (publications, projects, presentations, mobility, stays, grants, networks...) and any complementary skills and competencies (teaching, lecturing, soft skills, project management, experience in the industry, product development, patents, etc).
- 🌀 **Research project: Max score 40** (threshold 25). Scientific and technological quality of the project idea (originality, innovative elements, interdisciplinary aspects). Quality and efficiency of the implementation (quality of methodology and experimental design, appropriateness of the work plan, proposal feasibility and contingency measures). Impact and relevance for the context (at three different levels: impact for you as researcher and your development, impact for the research group of your choice, and impact and relevance for the institution, regional and EU context).
- 🌀 **Research context: Max score 10** (threshold 5). Consistency of the research project with the hosting research group (coherence of the area of specialization of the research group and the applicant's background and project proposed), complementarities between the candidate experience and the research group and collaborative potential, viability and

consistency considering the necessary infrastructure and equipment of the research group to develop the proposed research project.

Upon evaluation by the external agency a list of pre-selected candidates passing the thresholds will be ranked and published. Pre-selected candidates based on their scores will be invited to the interview phase.

### 3<sup>rd</sup> step - INTERVIEW

Candidates will be interviewed by the technical committee of the university of their application and evaluated according to the following criteria:

Evaluation criteria	Max. score (threshold)
Attitude: honest, respectful, confident, well-mannered, open-minded, professional.	10 (6)
Leadership: evidence of problem-solving abilities, autonomous thinking and working, examples of own undertakings, speech assertiveness, collaborative.	10 (6)
Applicant's motivation: urge for application, approach and enthusiasm, inspiration, and eagerness to enrol in the IberusExperience Programme, university and research group.	15 (9)
Communication skills: proper grammar (standard English), good pronunciation and enunciation. Use of formal and informal English adapted to the context of the situation.	15 (9)
Personal Career Development Plan: candidate's intended training (including that through secondments), expected short- and long-term assets and career prospects.	15 (9)
Fit between applicant and hosting research group: candidate's potential to fit the group based on questions posted at the interview and external references provided.	20 (12)
Fit between applicant and the IberusExperience programme: project feasibility and impact on the strategic research areas, knowledge, and expectations of the programme.	15 (9)
<b>Total max. score (threshold)</b>	<b>100 (60)</b>

The interview will have an approximate duration of **45 minutes** through an online secured platform.

### 4<sup>th</sup> step- ETHICAL EVALUATION

The Ethical Committee will revise the ethics self-assessments provided by the applicants and evaluate if they may arise any ethical issues. Recommendations will be given to ensure compliance with the national and EU legal framework. Projects may be finally discarded if they involve major unresolved ethical issues. The following fields of research shall not be financed: a) research activity aiming at human cloning for reproductive purposes, b) research activity intended to modify genetic heritage of human beings which could make such changes heritable, c) research activities intended to create human embryos for research or for stem cell procurement, including by means of somatic cell nuclear transfer, d) research on human stem cells, both adult and embryonic.

In case activities undertaken in non-EU countries raise ethics issues, the beneficiary must confirm that the research conducted outside the EU is legal in at least one EU Member State.

## 5<sup>th</sup> step – FINAL SELECTION

Candidates passing all phases of the evaluation will be ranked according to their final scores as follows:

Scientific evaluation	Technical evaluation - Interview	Ethical evaluation
60%	40%	Go / non-go

A final ranking list per university will be published at the programme's website. Candidates with the highest scores will be selected by following the ranking order until covering the number of the available positions at the corresponding university. Non selected candidates passing both phases of the evaluation process will be part of the waiting list in ranking order.

## 6<sup>th</sup> Step – RESOLUTION

Campus Iberus will communicate the results to all the applicants, regardless of whether they are rejected, selected or on the waiting list. The awarded applicants will receive an official invitation to join the IberusExperience Programme and will be given 14 calendar days to accept. In case of resignation, the following candidate on a score basis will be contacted and successively. Upon acceptance, the recruiting university will start the fellow's appointment process (contracting formalities, visa application, migratory processes, etc).

## REDRESS PROCEDURE

An appeal on the eligibility and procedural issues of the evaluation can be made by using the redress template available on the website. The redress procedure must be started within the 14 calendar days of receiving the notification of the result they wish to appeal. The appeal will be resolved in less than a month and the candidate will be communicated the resolution.

*The programme will not call into question the scientific or technical judgement of the appropriately qualified experts of the external evaluation agency.*

## RESIGNATIONS AND SUBSTITUTIONS

If the beneficiary wishes to renounce the contract, he/she must inform the Human Resources Services and IberusExperience Programme Manager giving at least 30 days of notice. His/her communication must state that the resignation is voluntary and the date ending his/her contractual obligations.

If the candidate withdraws from the selection process before contract signature, the next candidate on the waiting list of the hosting university will be appointed.

## APPOINTMENT

The granted candidate will be appointed upon acceptance and in any case before end of **November 2022**. The contract will last 36 months.

## INCOMPATIBILITY

The employment contracts of the postdoctoral fellows are incompatible with any other grant or contract, with payments that imply a contractual link of a similar nature or with activities that may prevent the individual from dedicating him/herself exclusively to the work that is the object of the contract.

Acceptance of the contract implies carrying out the research proposed on-site at the hosting university.

## RESPONSABILITIES OF THE CONTRACT

- 🌀 Publication of articles in open access journals in gold open access or in the university's repository in green open access with an embargo period of no longer than 6 months or 12 months for Arts and Humanities and Social Sciences.
- 🌀 Dissemination of results acknowledging the funding programme IberusExperience and EU emblem.
- 🌀 Taking part in the training activities of the programme or at least 8 trainings and/or a total of 40 hours. Mandatory training in Ethics and Research Integrity.
- 🌀 Comply with the EU Code of Conduct for Research Integrity and institutional good practices.
- 🌀 Informing of any ethical issues affecting the project.
- 🌀 Reporting the Personal Career Development plan within the 6 months and before the end of the contract.
- 🌀 Reporting a mid-term report (18 months) and a final report before the end of the contract.

The report must include:

- Summary.
- Scientific activities.
- Ethic issues revision.
- Dissemination and communication activities (publications, conferences, presentations, press releases, social media, etc).
- Secondment and other collaborative events.
- Training activities.
- Other achievements: product development, patent invention, grant applications, teaching activities, etc.