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OBJECT:	Scientific career path
DESCRIPTION	

1. Scientific Career Path at the IDIBGI (Girona Biomedical Research Institute)

In March 2015, the European Commission approved the IDIBGI's Human Resources Strategy for researchers and awarded it the HR Excellence in Research award. Along with its logo, this acknowledgement is a reflection of the IDIBGI's continued quest for improving its in-house human resources policies. Along the same lines, the IDIBGI's strategic plan for 2018-2022 includes the development and consolidation of human resources policies. To this end, the IDIBGI has developed a scientific career path policy for research staff, which is described in this document.

1.1 Main objectives


- Informing researchers about what the different professional stages are and how to gain access to them in order to further their professional planning and development.
- Acknowledging professional competencies, investigative experience and results obtained throughout every stage, in addition to any contributions towards the IDIBGI's mission and objectives.
- Defining an open, transparent assessment system that is based on professional merit.
- Improving performance and quality while fostering a culture of ongoing improvements at the IDIBGI.

1.2 Basic principles

- **It affects all IDIBGI research staff**, whether hired or affiliated¹. Research personnel is defined as "personnel who works on conceiving or creating new knowledge, products, procedures, methods or systems, as well as on managing the corresponding projects"².
- **It is flexible and voluntary**. A researcher's promotion is voluntary and not predefined. Should the recommended duration for each of the stages be exceeded, the HR Department could require that the researcher undergo an assessment process to analyse the situation.
- **It is temporary and renewable**. Access to the Established Researcher (R3) and Leading Researcher (R4) positions for personnel with a stable link is temporary. The researcher shall have to renew his or her permanence in the stage every 5 years and once they have undergone an assessment.

¹Please see the definition of affiliated personnel in Annex 1

²European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers [online], Brussels, European Commission, 2005, p.30. <http://ec.europa.eu/euraxess/pdf/brochure_rights/eur_21620_es-en.pdf>

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- **It is subject to an objective assessment** by an assessment committee to be established for every researcher evaluation process.
- **It is open to review and subject to change** to adapt to the needs at any given time. A scientific career path is a living, constantly evolving system.
- **It is reversible.** Access to a certain professional stage does not imply permanence.


2. Professional stages

As established by the European Commission's four-stage research career model, four professional categories or stages may be distinguished according to the degree of independence achieved over the course of a research career. Each professional category has a series of professional competencies linked to it that may vary according to the work location's or the research group's characteristics.


Professional stages:

- **R1.** First stage researcher
- **R2.** Junior (R2b) and senior (R2a) recognised researcher
- **R3.** Established researcher
- **R4.** Leading researcher


The following sections of this document describe the necessary professional competencies, access requirements, financing and aid options and the selection, assessment and follow up system for each professional stage. Finally, it describes the voluntary internal assessment system to progress from one scientific career stage to another and the continuous assessments for personnel with a stable employment contract.

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Category	R1. First stage researcher
Description	People with a university or bachelors' degree who have obtained a masters' degree or equivalent, qualified to complete doctoral theses in research groups under the supervision of a thesis director.
Professional competencies	<ul style="list-style-type: none"> ✓ Carry out research under supervision; ✓ Have the ambition to develop knowledge of research methodologies and discipline; ✓ Have demonstrated a good understanding of a field of study; ✓ Have demonstrated the ability to produce data under supervision; ✓ Be capable of critical analysis, evaluation and synthesis of new and complex ideas; ✓ Be able to explain the outcome of research (and value thereof) to research colleagues. ✓ Develops integrated language, communication and environment skills, especially in an international context.
Access to the stage	People with a university or bachelors' degree (or equivalent), as well as an official university master's degree of at least 60 ECTS credits (or equivalent). Candidates will have access to the IDIBGI during the year they are studying their master's degree.
Financing	<ul style="list-style-type: none"> <li style="width: 50%;">- Grants for researchers studying at the UdG (University of Girona) <li style="width: 50%;">- Carlos III Healthcare Institute - CIBER (Network Biomedic Research Centre) Programme <li style="width: 50%;">- IDIBGI-Girona council post-residence programme <li style="width: 50%;">- Ministry of Economy and Competitiveness FPI (Research Personnel Training) <li style="width: 50%;">- Catalanian Regional Government FI-DGR <li style="width: 50%;">- Ministry of Education, Culture and Sports FPU (University Faculty Training) <li style="width: 50%;">- Hiring of Healthcare Dept. PERIS Scientists and Technologists <li style="width: 50%;">- European Commission Marie Skłodowska-Curie COFUND and ITN <li style="width: 50%;">- Carlos III Healthcare Institute PFIS (First stage study contracts in healthcare investigation) <li style="width: 50%;">- Other non-competitive, unofficial funding <li style="width: 50%;">- Carlos III Healthcare Institute - Río Ortega
Selection process	<p>The selection of first stage research personnel depending on public financing programmes is subject to the requirements of the corresponding calls and to approval from the receiving group and the IDIBGI. Failing this, those responsible for the adjudication of spaces will undergo a selection process as per the regulations established by the IDIBGI for selection.</p> <p>Those who have managed to secure funding from HR or who have passed a selection process for this professional category at the IDIBGI will receive a formal employment contract.</p>
Follow up and assessment	The researchers and/or financial entities in charge shall carry out the follow up and assessment of the first stage researchers as required.
Duration	Researchers are recommended to complete their PhD theses within a period of between 3 and 7 years (according to whether they have exclusive or partial dedication), and that the PhDs carried out at the IDIBGI have a European mention (stays abroad and defending the PhD viva in English).

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Category	R2a. Senior Recognised researcher	R2b. Junior Recognised researcher
Description	Researchers who hold a PhD carrying out research tasks within a group and under the supervision of a Leading (R4) or Established (R3) Researcher, with post-doctorate experience (min. 2 years) and having developed a certain degree of research independence.	Researchers who hold a PhD carrying out research tasks within a group and under the supervision of a Leading (R4) and Established (R3) Researcher, and who are in the initial stages of their research careers.
Professional competencies	<ul style="list-style-type: none"> ✓ All competences of 'First Stage Researcher' plus: ✓ Has demonstrated a systematic understanding of a field of study and mastery of research associated with that field; ✓ Has demonstrated the ability to conceive, design, implement and adapt a substantial programme of research with integrity; ✓ Has made a contribution through original research that extends the frontier of knowledge by developing a substantial body of work, innovation or application. This could merit national or international refereed publication or patent; ✓ Demonstrates critical analysis, evaluation and synthesis of new and complex ideas; ✓ Can communicate with their peers - be able to explain the outcome of their research (and value thereof) to the research community ✓ Takes ownership for and manages own career progression, sets realistic and achievable career goals, identifies and develops ways to improve employability; ✓ Co-authors papers at workshop and conferences ✓ Understands the agenda of industry and other related employment sectors ✓ Understands the value of their research work in the context of products and services from industry and other related employment sectors ✓ Can communicate with the wider community, and with society generally, about their areas of expertise ✓ Can be expected to promote, within professional contexts, technological, social or cultural advancement in a knowledge based society ✓ Can mentor First Stage Researchers, helping them to be more effective and successful in their R&D trajectory. 	
Access to the stage	Senior Recognised researcher (R2a)	Junior Recognised researcher (R2b)
Experience and Qualifications	PhD. Experience linked to a number or research projects . Having carried out post-doctoral research stays at external centres (preferably internationally).	PhD. Experience linked to at least one research project .
Level of responsibility and independence	Works in collaboration with a specific main researcher. Could potentially be a lecturer or a tutor and be able to supervise undergraduate or predoctoral students. Having guided junior research staff.	Working under the supervision of a specific main researcher. Could potentially be a lecturer or a tutor and co-supervise undergraduate student projects.
Research reputation	Being acknowledged by peers for national and/or international-level research. Being main or corresponding author in national and/or international journals. Having given presentations at national and/or international conferences and	Being acknowledged by peers for his or her national-level research. Having been the main or corresponding author of publications. Having given presentations at national-level conferences and conventions.

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	conventions. Having maintained a certain level of scientific production.	
Financing	<ul style="list-style-type: none"> - Beatriu de Pinós – Catalanian Regional Government - Hiring of Healthcare Dept. PERIS Scientists and Technologists - Carlos III Institute – Sara Borrell - Carlos III Healthcare Institute - CIBER (Network Biomedic Research Centre) Programme 	<ul style="list-style-type: none"> - Ministry of Economy and Competitiveness – Juan de la Cierva - European Commission Marie Skłodowska-Curie actions - Other non-competitive, unofficial funding
Selection process	<p>The selection process for recognised research personnel that depends on public financing programmes is subject to the requirements of the corresponding calls. Failing this, the leading researchers and/or those responsible for hiring will carry out the selection process as per the IDIBGI regulations for selection and evaluation.</p> <p>Those who have managed to secure funding from HR, who have succeeded at a selection process for this professional category at the IDIBGI or who have passed in an internal evaluation process will receive an employment contract.</p>	
Follow up and assessment	<p>Where appropriate, the researcher in charge, the financial entities and/or the IDIBGI's evaluation committee will carry out the follow up and monitoring of the recognised researchers.</p> <p>Recognised researchers with a stable link to the IDIBGI and who do not have public funding shall be evaluated every 5 years.</p>	
Duration	<p>Recognised researchers are advised to continue along a transitional 5-year stage, of which 2 should be as junior recognised researchers, and 3 as senior recognised researcher.</p> <p>Nevertheless, should the leading researcher have financing, the researcher may remain in this professional stage for a maximum of 12 years. Once these 12 years have elapsed, an evaluation committee will need to study and resolve the situation. In the event of maternity leave over the course of the same period, the stage may be extended at a rate of 6 months per child, for a maximum of 1 year. As for paternity leave, the time may be extended for as long as the leave has lasted.</p> <p>According to their research trajectory, a recognised researcher may become an Associate Researcher (see Annex 1) without having to relinquish a future progression within his or her future scientific career path. The duration of the contract will be linked to the group's availability in terms of funding.</p>	

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Category	R3. Established researcher
Description	Researcher who holds a PhD and who, due to his/her experience and scientific quality, participates in lines of research and projects within a group, and as the main researcher in some of them. Reports to the Leading Researcher (R4), or failing that, to the scientific director.
Professional competencies	<ul style="list-style-type: none"> ✓ All necessary and most desirable competences of 'Recognised Researcher' plus: ✓ Has an established reputation based on research excellence in their field; ✓ Makes a positive contribution to the development of knowledge, research and development through co-operations and collaborations; ✓ Identifies research problems and opportunities within their area of expertise; ✓ Identifies appropriate research methodologies and approaches; ✓ Conducts research independently which advances a research agenda; ✓ Can take the lead in executing collaborative research projects in cooperation with colleagues and project partners; ✓ Publishes papers as lead author, organises workshop or conference sessions ✓ Establishes collaborative relationships with relevant industry research or development groups ✓ Communicates their research effectively to the research community and wider society ✓ Is innovative in their approach to research ✓ Can form research consortia and secure research funding / budgets / resources from research councils or industry ✓ Is committed to professional development of his/her own career and acts as mentor for others
Access to the stage:	
Experience and Qualifications	PhD. Research stays at external centres (preferably international) with a minimum duration of 2 years. Experience of a stay carried out in a prestigious international centre will be valued.
Level of responsibility and independence	Being linked to an area of research and responsible for a line of research. Working at a high level of independence. Having designed and/or implemented an important line of research and being the main researcher in projects of this line. Contributing towards requests for funding, grants and resources for research purposes. Supervises and guides more junior research staff. Having tutored a PhD thesis. Contributes as a lecturer and as a tutor (desirable).
Research reputation	Being nationally and international acknowledged within his/her field of research. Having published in quality journals and having been peer reviewed as first, last or corresponding author on a regular basis. Having given presentations at national and/or international conferences and conventions. Having the potential for developing and/or inventing new procedures, processes, etc.

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Financing	<ul style="list-style-type: none"> - Hiring of Healthcare Dept. PERIS Scientists and Technologists - Ministry of Economy and Competitiveness – Ramón y Cajal - Carlos III Institute – Miguel Servet I - Carlos III Institute – Miguel Servet II - European Commission Marie Skłodowska-Curie actions - European Commission – Starting Grant-ERC 	<ul style="list-style-type: none"> - SNS (National Healthcare Service) contract for the intensification of research activities fostered by the Carlos III Healthcare Institute (ISCIII) or the Department of Healthcare's PERIS - Permanent contracts for centres affiliated to the IDIBGI (UDG, ICS, IAS, IDI, ICO, IDIAP) - Other non-competitive grants
Selection process	<p>The selection of established research personnel depending on public financing programmes is subject to the requirements set forth in the corresponding calls. Failing this, the leading researcher and the professionals responsible for the contracting will carry out the selection process as per the IDIBGI regulations for personnel selection and evaluation.</p> <p>Those who have managed to secure funding from HR, who have succeeded at a selection process for this professional category at the IDIBGI or who have passed in an internal evaluation process will receive an employment contract.</p>	
Follow up and assessment	<p>Where appropriate, the researcher in charge, the financial entities and/or the IDIBGI's evaluation committee will carry out the monitoring and evaluation of the established researchers.</p> <p>Recognised researchers with a stable link to the IDIBGI and who do not have public funding shall be evaluated every 5 years.</p>	
Duration	<p>It is recommended that the professional stage of the established researcher be temporary and have an approximate duration of 5 years.</p> <p>That having been said, the duration of the contract may vary according to the availability of funding. Should the leading researcher have financing, the researcher may remain in this professional stage for a maximum of 10 years. Once these 10 years have elapsed, an assessment committee will need to analyse and decide on the situation. In the event of maternity leave over the course of the same period, the stage may be extended at a rate of 6 months per child, for a maximum of 1 year. As for paternity leave, the time may be extended for as long as the leave has lasted.</p> <p>Depending on their research trajectory, an established researcher may become an Associate Researcher (see Annex 1) without having to relinquish the progress of his or her future scientific career development path. The duration of the contract will be linked to the group's availability in terms of funding.</p>	

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Category	R4. Leading researcher
Description	Researchers who hold a PhD and assumes the direction and coordination of a research group made up of different lines on account of his/or experience and scientific quality. In charge of coordinating group members and reporting directly to the scientific director.
Professional competencies	<ul style="list-style-type: none"> ✓ All necessary and most desirable competences of 'Established Researcher' plus: ✓ Has an international reputation based on research excellence in their field; ✓ Demonstrates critical judgment in the identification and execution of research activities; ✓ Makes a substantial contribution (breakthroughs) to their research field or spanning multiple areas; ✓ Develops a strategic vision on the future of the research field ✓ Recognises the broader implications and applications of their research; ✓ Publishes and presents influential papers and books, serves on workshop and conference organising committees and delivers invited talks ✓ Is an expert at managing and leading research projects ✓ Is skilled at managing and developing others ✓ Has a proven record in securing significant research funding / budgets / resources ✓ Beyond team building and collaboration, focusing on long-term team planning (e.g. career paths for the researchers and securing funding for the team positions) ✓ Is an excellent communicator and networker within and outside the research community [creating networks] ✓ Is able to create an innovative and creative environment for research ✓ Acts as a professional development role model for others
Access to the stage	
Experience and Qualifications	<p>PhD.</p> <p>Ample research experience of at least 10 years.</p> <p>Research stays at external centres (preferably international) with a minimum duration of 2 years. Experience of a stay in a prestigious international centre will be valued.</p>
Level of responsibility and independence	<p>Having contributed significantly towards the development of knowledge in his/her research field.</p> <p>Acting as a leader in the creation, establishment and management of research projects.</p> <p>Managing the financing, budget and resources of his/her research group.</p> <p>Significantly contributing towards the management of the IDIBGI (participates in committees, meetings, etc.).</p> <p>Managing, supervising and tutoring research groups and teams.</p> <p>Contributing towards lecturing, tutoring and orienting students and researchers alike.</p> <p>Showcasing a capacity for research innovation and creativity – developing collaborative research models, developing and/or inventing new procedures and processes.</p>
Research reputation	<p>Possessing a continuity in the development of a reputation in his/her area of expertise and maintaining a sustained level of production:</p> <ul style="list-style-type: none"> – Having published in high-impact journals and collaborated in preparing clinical guides and biomedicine books. – Being the last author or corresponding author of articles published in high-impact journals. <p>Having contributed in his/her research field internationally:</p>

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	<ul style="list-style-type: none"> - Having received research awards and acknowledgement - Having been a guest speaker at conferences and conventions - Belonging to international research networks
Financing	<ul style="list-style-type: none"> - Ministry of Economy and Competitiveness – Ramón y Cajal - Carlos III Institute – Miguel Servet II - European Commission – Consolidator Grant-ERC - European Commission – Advanced Grant-ERC - ICREA Senior permanent contracts - Permanent contracts for centres affiliated to the IDIBGI (UDG, ICS, IAS, IDI, ICO, IDIAP) - SNS (National Healthcare Service) contract for the intensification of research activities promoted by the Carlos III Healthcare Institute (ISCIII) or the Department of Healthcare's PERIS - Other non-competitive grants
Selection process	<p>The selection of leading research personnel depending on public programmes is subject to the requirements set forth in the corresponding calls. Failing this, the IDIBGI's Management and the professionals responsible for contracting will carry out the selection process as per the IDIBGI regulations for personnel selection and assessment.</p> <p>Those who have managed to secure funding from HR, who have succeeded at a selection process for this professional category at the IDIBGI or who have passed in an internal evaluation process will receive an employment contract.</p>
Follow up and assessment	<p>Where appropriate, the financial entities and/or the IDIBGI's assessment committee will carry out the monitoring and evaluation of the established researchers.</p> <p>Leading researchers with a stable link (whether contractual or affiliated) to the IDIBGI not receiving public grants shall be assessed every 5 years.</p>
Duration	Permanent, and subject to an evaluation every 5 years.

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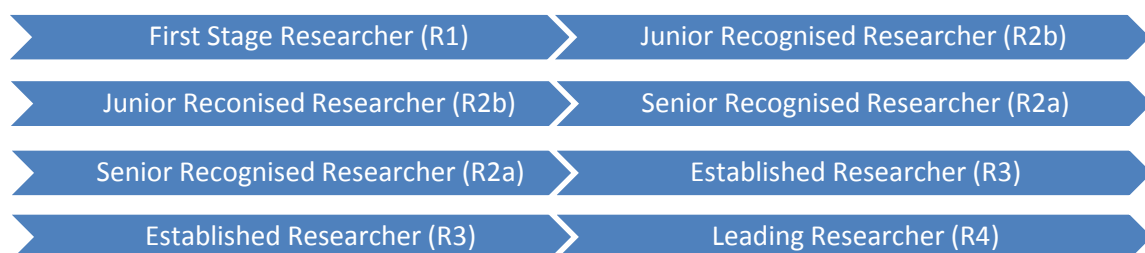
3. Personnel progression within a scientific career development path: Assessments

Research personnel wishing to progress from a scientific career stage to another and personnel with a stable links to the IDIBGI will need to undergo an internal assessment process. In this way, there will be 2 types of assessments based on the achievement of competencies and the requirements defined for each professional stage.

Any researcher that has secured a competitive HR grant subject to an external assessment process, or that has passed in an IDIBGI selection process for a higher-ranking job offer is exempt from undergoing an internal assessment to access the stage. In these cases, the professional stage shall be determined by the grant or job offer.

Any researchers who have obtained a Ramon y Cajal or Miguel Servet grant shall be evaluated by the ICS (Catalan Healthcare Institute) Evaluation Committee once the grant period has come to an end. The result of the evaluation shall determine access to a stable post at the IDIBGI as either an established researcher or a leading researcher. These researchers will need to initiate the procedures with the HR Department for assessment by the ICS during the last year of the grant.

3.1 Transition from one stage to another: Promotion




Periodicity: An IDIBGI researcher may voluntarily request an assessment at the end of June during every calendar year. Applicants shall have to have approval from the group's leading researcher to request the voluntary assessment. The leading researcher will take into account budgetary availability and the existence of a vacancy in the group.

3.2 Researcher career path follow up: Assessment

Additionally, a transparent, continuous assessment system attended by the External Scientific Committee will be implemented for recognised, established and leading researchers, as well as leaders with a stable link to the IDIBGI (whether contracted or affiliated).

Periodicity: The evaluation shall be carried out every 5 years, programmed at least 6 months prior to the expiration of each five-year period.

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3.3 Assessment Committee

All researchers with stable links whose five-year period has elapsed and those who have requested it shall be assessed every calendar year. In July, a scientific career path follow up commission made up of IDIBGI research and technical staff shall study the requests and assessments foreseen and define the assessment committee for each researcher.

A Committee may be presided by the Director of the IDIBGI and will take gender into consideration when defining its setup. Depending on the candidate's category and profile, participation from representativeness of centres linked to the IDIBGI, the External Scientific Committee (SAB), the Internal Scientific Committee (CCI) and external experts will be ensured, as well the non-existence of conflicts of interest. HR or Management personnel may also attend the assessments.

Grade being assessed	Members of the Assessment Committee
R4. Leading researcher R3. Established researcher	1) Director of the IDIBGI 2) Member of the External Scientific Committee (SAB) 3) Representatives of associated centres and/or the board
R2a. Senior Recognised researcher R2b. Junior Recognised researcher R1. First stage researcher	1) Director of the IDIBGI 2) Member of the Internal Scientific Committee (CCI) 3) Representatives of associated centres, the Board or a Member of the SAB

3.4 Documents and procedure

The documents the candidate must provide the Assessment Committee with are as follows:

1. By the researcher:


- Standardised résumé including all publications of the last 5 years and achievements to be evaluated (please see the evaluation criteria)
- A report prepared by the researcher him or herself about the tasks performed, including a description of the most noteworthy achievements (maximum 10)
- Scientific-technical proposal and objectives and work schedule for the next five years (if applicable)

2. By the candidate group's leading researcher (if applicable):

- Assessment report

Once the Committee has received all the documentation from the researchers, it will carry out a face-to-face assessment, during which the researcher will have 30 minutes to present a critical analysis of his or her situation, production and future plans.

Given the international nature of the Assessment Committee, the English language will be used for the documentation and the assessment process.

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3.5 Assessment criteria

The criteria for the assessment will be scientific-technical (publications, projects, patents, transfer of knowledge, directed theses, mobility and research stays, participation in management and lecturing activities, etc.) and strategic or opportunity-oriented.

Assessment criteria			
R4. Leading researcher		R3. Established researcher R2. Recognised researcher (R2a and R2b)	
A. Assessment of curricular merit³	70 points	A. Assessment of curricular merit	50 points
a.1) Publications over the course of the previous 5 years at the time of presenting the request, indexed in the Journal Citation Report. A maximum of two articles under review will be assessed. The candidate may present a maximum of 20 publications, indicating those in which they appear as the main and/or corresponding author.	50 points	a.1) Publications over the course of the previous 5 years at the time of presenting the request, indexed in the Journal Citation Report. A maximum of two articles under review will be assessed. The candidate may present a maximum of 10 publications, indicating those in which they appear as the main and/or corresponding author.	40 points
a.2) Other merits (mobility, FSE, participation in research and innovation projects, transfer of knowledge, etc.)	20 points	a.2) Other merits (mobility, FSE, participation in research and innovation projects, transfer of knowledge, etc.)	10 points
B. Assessment of the scientific-technical proposal, the objectives and work schedule.	30 points	B. Assessment of the scientific-technical proposal, the objectives and work schedule.	15 points
b.1) Quality of the proposal	10 points	b.1) Quality of the proposal	5 points
b.2) Adaptation to the IDIBGI's mission and strategic objectives	10 points	b.2) Adaptation to the IDIBGI's mission and strategic objectives	10 points
b.3) Feasibility and opportunity	10 points	C. Assessment of the group's leading researcher	35 points


3.6 Results of the assessment

The results obtained from the assessments may lead to different situations depending on the type of assessment.

– Transition from one stage to another: Promotion

- A) A **positive assessment** will ensure access to a new stage and could entail a change of category (including the corresponding salary increase).
- B) A **neutral assessment** will mean the researcher remains in the same stage and pay grade.


³ As per RESOLUTION EMC/2978/2017 of 27 December, the criteria for the assessment of research activities in the area of medical and healthcare sciences of the University Quality Agency shall be taken into account.

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– **Researcher career path follow up: Assessment**

- A) A **positive assessment** will allow for remaining in the category and continuing to lead the research group (for R4s) and could also entail a pay raise for personnel hired by the IDIBGI.
- B) A **neutral assessment** will mean the researcher remains in the same stage and pay grade.
- C) A **negative assessment** may entail one of the solutions proposed by the Assessment Committee:
- A negotiated contract termination.
 - A re-assessment within a term of no less than 18 months (to be established by the Assessment Committee).
 - Especially in cases where the strategic criteria may have caused negative results, researcher mobility solutions will be defined.
 - In the case of affiliated personnel, a negative assessment may result in changes to the research group's composition and leadership.

Assessment results entailing pay grade changes will be subject to the availability of financing.

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ANNEX 1. Definitions

Affiliated researchers: They are established or leading researchers who carry out research activities in a stable manner and in a centre other than that where they carry out their main activity. Affiliated researchers may come from healthcare centres linked to the IDIBGI (ICS, ICO, IDIAP, IDI, IAS), from the UdG or the ICREA programme. Affiliation policies are specific to every home institution, and their aim is that all the parties involved (the home institution, the receiving institution and the researcher) benefit from the exchange of talent.

Associate researchers: Researchers who hold PhDs and have experience (as a Recognised or established researcher), who do not possess the merits needed to access a higher scientific career path stage, but who carry out essential tasks for their research group and the leading researcher, namely: they contribute towards securing financing and resources for the research group, they identify interesting calls for the group and redact competitive research projects, they participate of conferences, presentations and meetings in representation of the leading researcher, they coordinate, supervise and guide junior research staff and they facilitate the management of the group's personnel. They work in keeping with a high level of independence and responsibility and contribute towards the management of the IDIBGI.

With support from the HR Department, the research group's leading researchers will be responsible for identifying this personnel. The duration of the contract will be linked to the group's availability in terms of non-competitive funding.