



|  Institut d'Investigació Biomèdica de Girona Dr. Josep Trueta | PROCEDURE | CODE | DATE | VER. | DEPT./AREA |
|--|-------------------------------|-------------|------------|------|-----------------|
| | Scientific career development | RRH-DOC-046 | 10/12/2018 | 0 | Human Resources |
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HR EXCELLENCE IN RESEARCH

| 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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HR EXCELLENCE IN RESEARCH

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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> | |