

 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	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"> - Grants for researchers studying at the UdG (University of Girona) - IDIBGI-Girona council post-residence programme - Catalanian Regional Government FI-DGR - Hiring of Healthcare Dept. PERIS Scientists and Technologists - Carlos III Healthcare Institute PFIS (First stage study contracts in healthcare investigation) - Carlos III Healthcare Institute - Río Ortega 	<ul style="list-style-type: none"> - Carlos III Healthcare Institute - CIBER (Network Biomedic Research Centre) Programme - Ministry of Economy and Competitiveness FPI (Research Personnel Training) - Ministry of Education, Culture and Sports FPU (University Faculty Training) - European Commission Marie Skłodowska-Curie COFUND and ITN - Other non-competitive, unofficial funding
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).	