
 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	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. Ample research experience of at least 10 years. 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. Acting as a leader in the creation, establishment and management of research projects. Managing the financing, budget and resources of his/her research group. Significantly contributing towards the management of the IDIBGI (participates in committees, meetings, etc.). Managing, supervising and tutoring research groups and teams. Contributing towards lecturing, tutoring and orienting students and researchers alike. 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: – 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. Having contributed in his/her research field internationally:</p>

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HR EXCELLENCE IN RESEARCH

	<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 <ul style="list-style-type: none"> - 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	<p>Permanent, and subject to an evaluation every 5 years.</p>