

 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	R2a. Senior Recognised researcher	R2b. Junior Recognised researcher
<b>Description</b>	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.
<b>Professional competencies</b>	<ul style="list-style-type: none"> <li>✓ All competences of 'First Stage Researcher' plus:</li> <li>✓ Has demonstrated a systematic understanding of a field of study and mastery of research associated with that field;</li> <li>✓ Has demonstrated the ability to conceive, design, implement and adapt a substantial programme of research with integrity;</li> <li>✓ 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;</li> <li>✓ Demonstrates critical analysis, evaluation and synthesis of new and complex ideas;</li> <li>✓ Can communicate with their peers - be able to explain the outcome of their research (and value thereof) to the research community</li> <li>✓ Takes ownership for and manages own career progression, sets realistic and achievable career goals, identifies and develops ways to improve employability;</li> <li>✓ Co-authors papers at workshop and conferences</li> <li>✓ Understands the agenda of industry and other related employment sectors</li> <li>✓ Understands the value of their research work in the context of products and services from industry and other related employment sectors</li> <li>✓ Can communicate with the wider community, and with society generally, about their areas of expertise</li> <li>✓ Can be expected to promote, within professional contexts, technological, social or cultural advancement in a knowledge based society</li> <li>✓ Can mentor First Stage Researchers, helping them to be more effective and successful in their R&amp;D trajectory.</li> </ul>	
<b>Access to the stage</b>	<b>Senior Recognised researcher (R2a)</b>	<b>Junior Recognised researcher (R2b)</b>
<b>Experience and Qualifications</b>	PhD. Experience linked to <b>a number of research projects</b> . Having carried out post-doctoral <b>research stays</b> at external centres (preferably internationally).	PhD. Experience linked to <b>at least one research project</b> .
<b>Level of responsibility and independence</b>	Works in <b>collaboration</b> with a specific main researcher. Could potentially be a lecturer or a tutor and be able to <b>supervise undergraduate or predoctoral</b> students. Having guided junior research staff.	Working <b>under the supervision</b> of a specific main researcher. Could potentially be a lecturer or a tutor and <b>co-supervise undergraduate</b> student projects.
<b>Research reputation</b>	Being acknowledged by peers for <b>national and/or international-level</b> 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 <b>national-level</b> 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.	
<b>Financing</b>	<ul style="list-style-type: none"> <li>- Beatriu de Pinós – Catalanian Regional Government</li> <li>- Hiring of Healthcare Dept. PERIS Scientists and Technologists</li> <li>- Carlos III Institute – Sara Borrell</li> <li>- Carlos III Healthcare Institute - CIBER (Network Biomedic Research Centre) Programme</li> </ul>	<ul style="list-style-type: none"> <li>- Ministry of Economy and Competitiveness – Juan de la Cierva</li> <li>- European Commission Marie Skłodowska-Curie actions</li> <li>- Other non-competitive, unofficial funding</li> </ul>
<b>Selection process</b>	<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>	
<b>Follow up and assessment</b>	<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>	
<b>Duration</b>	<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 <b>Associate Researcher</b> (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>	