

## Appendix I:

### **RULES FOR THE SELECTION PROCESS FOR THE RECRUITMENT OF TEACHING AND RESEARCH STAFF IN THE SERRA HUNTER PLAN**

#### **(Associate Professor)**

---

Rules for the call for public selection processes to access to various permanent teaching positions at the University of Girona (Associate Professor), within the framework of the Serra Hunter Plan

#### **1. General rules**

- 1.1. These bases will be governed by the provisions of Law 1/2003, of 19 February, on universities of Catalonia (LUC); the seventeenth additional provision of Law 5/2012, of 20 March, on fiscal, financial and administrative measures and creation of the tax on stays in tourist establishments; Law 3/2016, of 15 December, by which the Serra Hunter Programme is extended, with effect from 1 January 2016, and which was modified by article 233 of Law 5/2017, of 8 March and by article 95 of Law 2/2021, of 29 December, on fiscal, financial, administrative and public sector measures which extends the Programme until 31 December 2023; the Organic Law 2/2023, of 22 March of the University System (LOSU).
- 1.2. The Agreement of the Generalitat of Catalonia of 5 December 2023 approves the Serra Hunter Plan for the period 2024-2027, and specifies its characteristics; the Agreement between the administration of the Generalitat of Catalonia, through the Department of Research and Universities, and the Catalan public universities for the development of the Serra Hunter Programme for contracted teaching staff for the years 2024-2027; the Agreement of the Board of the Interuniversity Council of Catalonia (CIC) on 15 December 2023, on the contracting of teaching and research staff in Catalan public universities during the year 2024, modified by the Board of the CIC on 24 May 2024
- 1.3. The contracts included in this call do not affect the budgetary stability objectives of the universities and other limits set in Organic Law 2/2012, of 27 April, on budgetary stability and financial sustainability, and they comply with the provisions of article 20 of Law 32/2022, of 23 December, on the General State Budget for the year 2023, extended for the year 2024. In addition, the contracts comply with the ninth additional provision of Law 2/2023, of 16 March, on the budgets of the Generalitat of Catalonia.
- 1.4. Regulations of the University of Girona for the selection and hiring of permanent and labour teaching staff (Full Professor and Associate Professor)- approved by the Governing Council at ordinary session 3/2024, of 25 April 2024 (eBOU-3409). The Governing Council at the ordinary sessions 4/2024 of 30 May and 9/2024 of 31 October has approved the list of job vacancies for teaching and research staff at the University of Girona (RLT), where the places in this call are included. The Agreement of the Delegated Personnel Commission of the Governing Council of the University of Girona, in the ordinary session 12/2025 of 18 September, approving the call for the four positions of Associate Professor within the framework of the 2025 Serra Hunter Programme of the Generalitat of Catalonia, and the composition and appointment of the selection committees.
- 1.5. These rules will take into account the University of Girona policy for the open and transparent selection and promotion of staff, based on merit, approved by the Governing Council in ordinary session number 10/2021, of 23 December 23 (published in the [eBOU-2449](#)).
- 1.6. The present rules that will govern the call for applications for the aforementioned positions have been approved and are published on [the electronic noticeboard of the University of Girona](#), as well as on the website [Treballa a la UdG](#)

## **2. Positions subject to selection process and selection committees**

- 2.1. This call affects the positions detailed in Appendix II of this resolution, published on [the electronic noticeboard of the University of Girona](#), as well as on the [Treballa a la UdG](#) website.
- 2.2. The procedure for filling the announced vacancies will be a public selection process, with its own process and a selection body expressly determined for the position to be filled, the composition of which is detailed in Appendix II.

## **3. Participation requirements**

- 3.1. To be able to participate in the selection processes for associated professor and, therefore, to be entitled to apply for the position, interested persons must be able to prove and meet all the requirements explained below:

- a) General:

- a.1. Be at least eighteen years old and not have reached retirement age.
- a.2. Contracts for teaching staff contracted under the labour law regime will not be subject to requirements or conditions based on nationality. This possibility will always be understood as being conditional on applicants of foreign nationality being in Spain in a legal situation and being holders of the document that enables them to reside and have unlimited access to the labour market at the time of signing the contract.
- a.3. Have the physical and mental capacity necessary to perform the functions corresponding to the figure of associated professor.
- a.4. Not be expelled, due to disciplinary proceedings, from the service of any of the public administrations, nor be disqualified from performing public functions.
- a.5. Not incur any grounds for incompatibility, according to the provisions of Law 53/1984, of 26 December, on incompatibilities of personnel in the service of public administrations.

- b) Specific requirements, considering the established contractual category:

- b.1. For the selection processes for associated professor positions, those requirements established in article 78 of Organic Law 2/2023, on the University System (LOSU), and which are explained in appendix III, section III.1), of this call.
- b.2. These requirements must be met by the deadline for submitting applications to participate in this selective call, in relation to the position that is to be filled and must be reliably proven at any time during the selection process that the competent bodies establish. In this sense, the competent bodies for this purpose will be understood to be the selection committee, the Rector and the Human Resources Service.

## **4. Accreditation of linguistic knowledge**

- 4.1. The temporary and permanent teaching staff contracted by the UdG must have sufficient knowledge of the University's own and official language so that they can express themselves correctly orally and in writing in all academic and management areas, in accordance with point 7 of the Regulations on the use of languages at the University of Girona, approved in session 4/2021 of the Governing Council, on 27 May. ([eBOU-2249](#)).
- 4.2. The accreditation of sufficient knowledge of the University's own language, Catalan, and of the other official language, Spanish, will be a necessary condition for the provision of services as contracted

academic staff, whether on a permanent or temporary basis. This knowledge may be accredited at different times and in different ways, as explained in the following sections:

- a) Prior to the selection process to become a contracted lecturer at the University of Girona. In this case, the accreditation must be carried out when presenting the application, attaching the documents that reliably demonstrate sufficient knowledge of languages (these documents being those related to the third paragraph of this article).
  - b) In the selection procedures intended to promote and encourage the recruitment of talent, the accreditation of sufficient knowledge of Catalan and Spanish may be carried out subsequently, within a maximum period of two years from the date of taking up the position or the formalisation of the contract. These selection procedures will include, among others, the following: a) calls for applications for lecturers, and b) calls for applications for permanent teaching staff in programmes intended to recruit international talent, for example in programmes of excellence.
- 4.3. Reliable accreditation of sufficient knowledge of the languages implies having one of the following certifications for each one of the languages:
- a) Catalan language:
    - a.1. The accreditation of sufficient knowledge of Catalan will preferably be carried out through the C1 level certificates of the Interuniversity Commission for Linguistic Training and Accreditation of Catalonia (CIFALC) or other equivalent to the certificates of knowledge of Catalan of the Department of Language Policy. It may also be carried out through the certificate of the level of sufficiency for PDI of the Interuniversity Commission for Linguistic Training and Accreditation of Catalonia (CIFALC). Otherwise, it may be carried out by any of the other means provided for in articles 5 and 6 of Decree 128/2010, of 14 September, on the accreditation of the linguistic knowledge of teaching staff at universities in the university system of Catalonia, or in the regulation that replaces it, and by any other means that is agreed within the framework of the Interuniversity Council of Catalonia.
  - b) Spanish language (for applicants who have not completed official studies in Spain or in countries whose official language is Spanish):
    - b.1. The accreditation of sufficient knowledge of the Spanish language (applicants who have not completed official studies in the Spanish State or in countries whose official language is Spanish) will be carried out through any of the C1 level certificates that appear in the table of certificates accepted by the Association of Language Centres for Higher Education (ACLES) for the Spanish language:  
[tables of certificates accepted by ACLES](#)

## **5. Characteristics of the applications, documents that must be attached and where to present them**

- 5.1. To participate in this call, and in the selection process for the places that are the subject of the selection process, interested persons must access the following link, where the corresponding application will be generated and registered. In this same application, the documentation indicated in section III.2 of appendix III of these rules must be uploaded.

With electronic certificate:

<https://apps.udg.edu/ConcursosPdi>

Without electronic certificate

<https://apps.udg.edu/ConcursosPdi/int>

The email provided in the application will be used for communication purposes with interested parties.

The documentation submitted by candidates must be in English, except in cases where the language forms part of the contract profile.

- 5.2. If you wish to apply for more than one position, it is necessary to register applications for each one of the positions in the application.

## 6. Fees

There are no fees for calls within the framework of the PSH.

## 7. Personal data protection

- 7.1. The personal data that candidates provide through their applications will be incorporated into the personnel management file created, among other purposes, for the organization and management of calls for access to jobs at the University. The data will not be passed to other administrations except in cases where there is legal authorization.

Data controller: University of Girona.

Purpose: to register people interested in working at the University, evaluation of merits, organization of tests, resolution and information.

Legitimation: consent of the interested party (art. 6.1.a GDPR) within the framework of a relationship prior to the formalization of a contract (pre-contractual relationship) (art. 6.1.b GDPR).

Recipients: identifying data will be published to inform and notify results in accordance with the rules of the call.

Rights of interested parties: the rights of access, rectification, deletion, opposition to processing and request for limitation of processing can be exercised by contacting the Human Resources Service in the first instance and the General Secretariat of the University in general.

Additional and detailed information on data protection can be consulted at

[www.udg.edu/ca/protecciodedades](http://www.udg.edu/ca/protecciodedades).

- 7.2 It is also informed that there may be further processing under a co-responsibility regime between the University of Girona and the Directorate General of Universities, in accordance with what is established in the Serra Hünter Plan Agreement 2024-2027, Annex II; which will be duly informed to interested parties at the appropriate time.

## 8. Deadline for submitting applications and attached documents

- 8.1. The deadline for submitting applications and attached documents will be **20 working days** from the day after the publication of this resolution in the Official Gazette of the Generalitat of Catalonia.

## 9. List of people admitted and excluded from the selection process

- 9.1. Once the application submission period has ended, the selection committee, through the Human Resources Service, will publish the provisional list of admitted and excluded people on the [electronic notice board of the University of Girona](#), indicating the cause of any exclusions.
- 9.2. Excluded persons may rectify any defects that have caused their exclusion within a maximum period of 5 calendar days from the day following the date of publication of the provisional list of admitted and excluded persons. The allegations must be submitted through the computer application <https://apps.udg.edu/ConcursosPdi> or <https://apps.udg.edu/ConcursosPdi/int>
- 9.3. Once the aforementioned period has elapsed and the allegations have been presented and analysed, the Human Resources Service will publish the definitive list of admitted and excluded persons. If no written amendments are submitted, the provisional list will become definitive, and its publication will not be necessary.
- 9.4. The UdG may correct at any time, ex officio or at the request of any party, any material, factual or arithmetic errors that occur in the procedure.

## 10. Selection committee: composition, organization and operation

The composition of the selection committees for each recruitment is detailed in Appendix II of these rules, published on the [electronic noticeboard of the University of Girona](#) and the [Treballa a la UdG](#) webpage; this composition was approved by the Delegated Personnel Committee in session 12/2025, of 18 September.

- 10.1. The selection committee is the body responsible for the selection procedure and defining the specific assessment criteria following the general principles and criteria indicated in section III.3 of appendix III of these rules. These must include the internationalisation criterion, as well as the approval of the resulting recruitment proposal.
- 10.2. The agreements or acts in which the members of the selection committee are appointed must be based on objective and general criteria, which guarantee the full academic competence of its members regarding the profile of the position on offer.
- 10.3. The recusal procedures of the members of the committee will be resolved by the rector. In this regard, the applicant who wishes to present a recusal must do so in writing addressed to the rector, and before the start of the selection process.
- 10.4. All actions of the selection committee must comply with the University of Girona's staff selection and promotion policy (which is open, transparent and based on merit) approved by the Governing Council in session 10/2021, of 23 December. ([eBOU-2449](#)).
- 10.5. The selection committee will be constituted **within three months** of the publication of the call in the Official Gazette of the Generalitat of Catalonia. The date of constitution must be made public on the [electronic noticeboard of the University of Girona](#) and on the [Treballa a la UdG](#) website **fifteen calendar days** in advance of the date of the constitution.
- 10.6. The constitution of the commission requires the participation of all its members. The constitution will be done electronically. It is the responsibility of the president to convene the constitution of the commission.
- 10.7. For the committee to be valid, three of its members must participate in the sessions. If, once the assessment process has begun, any of the three members of the committee resigns, the proceedings

will be annulled, and a new committee will be appointed. This new committee may not include any of the members of the previous committee who had resigned.

- 10.8. The committee adopts its decisions by majority vote. For the assessment of the selection process, the committee members must issue a joint, reasoned report on the meaning of their vote. Abstention is not possible.
- 10.9. The deliberations of the commission are secret, although, once the procedure has been completed, the administrative acts and reports issued are made public and accessible to those interested in the procedure.
- 10.10. The secretary of the committee is responsible for administrative duties arising from the selection process.
- 10.11. The commission must resolve the selection process within a **maximum period of six months** from the date of publication of the call in the Official Gazette of the Generalitat of Catalonia.
- 10.12. Members of the selection committees will be entitled to receive compensation for attendance at the committees, food and travel expenses.

## 11. Phases of the selection process

The selection procedure will consist of **two phases**:

### 11.1 First phase

This will be eliminatory in nature and will not require the participation of the candidates. Its purpose will be to assess the merits provided by the candidates based on the documentation included in the application and in accordance with the criteria defined by the selection committee in its constitution and published on the electronic noticeboard and on the website of the call. [\*Treballa a la UdG.\*](#)

In this first phase, once the merits of the candidates have been analysed and evaluated, considering the established criteria and their suitability for the profile of the position being advertised, each member of the committee will issue an evaluation report for each of the candidates. The report must contain a reasoned assessment of each of the established criteria. The members of the selection committee will have **20 calendar days**, starting from the day after the date of its establishment, to prepare and subsequently send the mentioned reports to the secretary of the committee. Then, **within 10 calendar days**, all members of the committee will prepare **a joint report for each candidate** and will prepare a list of the people who have passed the first phase and will move on to the second. This list will also include the people who do not pass the first phase. In no case should there be fewer than two people who pass the first phase, except when the committee unanimously justifies, in a completely reasoned manner and with detailed arguments, that at most only one person fits the profile of the position and that the rest do not, specifying the reasons that motivate this exclusion for each candidate.

The **joint report** will be automatically made available to the candidate. If a person is eliminated in this first phase, the reasons for the exclusion will be clearly specified, whether they do not have sufficient merits or that these do not fit the profile of the position according to the established assessment criteria.

If the committee considers that no candidate has the appropriate merits, it will be proposed to the rector that the position on offer is not filled, and therefore the selection will remain vacant.

The selection committee will publish the minutes with the individualized assessment of all candidates, through the Human Resources Service, on the electronic noticeboard of the University of Girona and on the

[Treballa a la UdG](#) website. These will indicate the score obtained, determining **which people pass** the first phase, **and which do not**.

The minutes will also establish the development and schedule for the second phase. Therefore, those minutes must also contain:

- Date and time.
- Development of the second phase:
  - o Link to Microsoft Teams, if carried out online
  - o Room, Faculty, Campus, if carried out in face-to-face format
- Candidate order
  - o The order of performance of the participants in the second phase of the selection process is determined by Resolution PRE/702/2025, of February 27, which publishes the result of the public draw to determine the order of performance of the applicants in the selection processes of the year 2025 (DOGC no. 9365, of 6/3/2025). This resolution communicates that the result of the draw was the letter “A”.  
Each participant will take the three tests consecutively.

These minutes must be published at least **three weeks (21 calendar days)** in advance of the day agreed to carry out the second phase of the selection process.

Before the start of the second phase of the selection process, the committee may require participating candidates to provide documentation that reliably certifies their credentials regarding the merits mentioned in the documentation attached to the application. The documentation will be delivered in electronic format through the mechanisms established by the University of Girona.

**11.2 The second phase**, will be held in a public session, either **online or in face-to-face format**.

The online sessions will be held in accordance with Management Instruction No. 03/2023, relating to the conduct of selection processes for teaching and research staff at the University of Girona by online means. This instruction will be published with the call on the [Treballa a la UdG](#) website.

The **second phase** consists of an oral test and includes the selection test, which is eliminatory. The face-to-face test assesses the candidate's suitability for the position being advertised. This will be public, and candidates must make a personal presentation lasting a maximum of one and a half hours, followed by a seminar on the topic they consider appropriate. After the presentation, the committee may ask the candidates any questions they deem appropriate, either about the merits provided in their curriculum vitae, about the seminar given, or about any other aspect related to the position being advertised and the activity to be carried out.

Given the characteristics of the Serra Hunter Programme, this test will be **carried out in English**, except in cases where the language is part of the contract profile.

Once all participants in the second phase have completed their activities, the committee will issue **an individualized evaluation report for each one**. The report must contain a reasoned assessment of the score awarded. This individualized report will be automatically made available to the candidate.

## **12. Completion of the selection process**

12.1. From the individualized evaluation reports, the committee will propose a contract agreement to the candidate who has obtained the best score in accordance with the criteria of merit and capacity determined, and in relation to the position on offer. The selection committee cannot propose the hiring of more candidates than the number of positions announced. However, if the scores of other candidates are meritorious, a list will be established according to their prioritization, for their hiring

for the position on offer **if the candidate first proposed for hiring does not formalize the corresponding contract.**

If no candidature reaches the required level, the selection process will be declared void.

- 12.2. The committee's agreement approving the proposal to hire will be published on the [electronic noticeboard of the University of Girona](#), on the [Treballa a la UdG](#) website and in the Official Gazette of the Generalitat of Catalonia. This agreement must contain the individual assessment of each candidate, indicating the score obtained.
- 12.3. The deadline for approving the contract proposal agreement may not exceed 6 months, from the date of publication of the call in the Official Gazette of the Generalitat of Catalonia.

### 13. Complaints against the selection committee's decision

- 13.1. Following the selection committee's contract proposal agreement, which ends the selection process, candidates may file a higher appeal with the rector, who may request the issuance of a report to the same committee for challenging the appeal.  
If no appeal is filed against the mentioned agreement, the published agreement will become final and the proposed person will be hired, as provided for in the following article. When an appeal is filed, however, the contract will not be formalized until the appeal has been resolved.

### 14. Recruitment

- 14.1 Once the contract proposal agreement has become final or any appeals have been resolved, the person proposed for contract will be granted a period of 10 calendar days to present the documentation required by the Human Resources Service and necessary for the contract.  
If the proposed person does not present the indicated documentation, or renounces the contract, their right to the position will lapse, and they will not be able to formalize the employment contract with the University of Girona. In this case, if there is a prioritized list of candidates, the next person on the list will be proposed, if it has passed the selection process.

The proposed person must present documentation demonstrating he/she fulfils the requirements made explicit in the corresponding call.

In addition, the proposed person must meet the requirements established by the competent bodies in labour and social security matters for the purposes of managing registrations in the registries and social protection systems provided for by law.

- 14.2. The person proposed by the selection committee must formalize the corresponding contract within a maximum period of 6 months, counting from the date of publication of the award resolution. The date of formalization of the contract will be agreed by the Vice-Rectorate responsible for Teaching and Research Staff and the proposed person, considering the academic needs of the University of Girona.
- 14.3 The associate professor contract will be permanent.  
The contract to be signed will include the following **additional clauses**, which must be complied with by the teaching staff hired within the framework of the Serra Hunter Plan:

- The person hired with an associate professor contract will be evaluated specifically according to their academic merits, in the terms established by the Serra Hunter Plan.
- The person hired must submit a biographical note, with the most relevant aspects of their *curriculum vitae* and authorize it to be published on the Serra Hunter Plan website.

- The hired person must sign, in addition to following each university's own policy, all their academic and scientific production as "Serra Hunter Lecturer" or "Serra Hunter Fellow", depending on the case.
  - If the contracted person loses, for whatever reason, their affiliation to the Plan the contracted person will not be able to sign as "Serra Hunter Lecturer" or "Serra Hunter Fellow". Therefore, the previous clauses will not apply.
  - The university will communicate the personal data to the Serra Hunter Plan Management that is strictly necessary to facilitate the management of the Serra Hunter Plan.
- 14.4 The contract of adjunct professor has a full-time dedication and therefore falls within the subjective scope of Law 53/1983 on incompatibilities. More specifically, article 15 of Royal Decree 598/1985, of 30 April, which partially develops the Law on incompatibilities, establishes that university teaching staff with a full-time dedication may not be authorized to carry out other activities in the public or private sector, without prejudice to the provisions of articles 60 of Organic Law 2/2023, of 22 March, on the University System, and 19 of Law 53/1984 on incompatibilities.

## **15. Remuneration**

- 15.1. The remuneration will be that established in the collective agreement for teaching and research staff at Catalan public universities.

## APPENDIX III. ASSOCIATE PROFESSOR

### III.1) Specific requirements to enter the selection process

To have a PhD, in accordance with the provisions of article 82 of the LOSU.

In the case of doctoral degrees, if the title has not been issued by a Spanish university or recognized in the country, the certificate of declaration of equivalence of the doctoral title will be required to sign the contract in accordance with the provisions of the second additional provision of Royal Decree 889/2022.

To have a favourable evaluation from the Assessment and Accreditation Agency to be hired as an adjunct professor.

### III.2) Documentation to be uploaded to the application <https://apps.udg.edu/ConcursosPdi>:

#### Associated Professor:

- III.2.1 National identity document (DNI/NIE) or valid passport (only in the case of not authorizing the UdG to obtain documents from other administrations).
- III.2.2 Doctoral degree, or proof of having applied for the degree. (only in the case of not authorizing the UdG to obtain documents from other administrations for Spanish university degrees, or in the case of degrees issued by foreign universities)
- III.2.3 Have a favourable evaluation from the Evaluation and Accreditation Agency to be hired as an associate professor.
- III.2.4 Document proving sufficient knowledge of the official language of the University of Girona.
- III.2.5 Certificate of recognition of the degree of disability, if applicable.
- III.2.6 Academic and curricular history according to the model established in the call (maximum 15 pages)
- III.2.7 A document specifying the applicant's 5 most valuable academic contributions (articles, books, patents, etc.) in accordance with the model established in the call.
- III.2.8 Document highlighting the most relevant academic contributions, according to the call model.
- III.2.7 A document specifying the applicant's 5 most valuable academic contributions (articles, books, patents, etc.) in accordance with the model established in the call.
- III.2.9 A concise statement of your teaching and research interests in line with the scope of the contract offered for the next 5 years. The document should not exceed six pages, in accordance with the model established in the call.
- III.2.10 Document specifying academic internationalization, according to the call model.

### III.3) General principles and criteria for the assessment of the selection process

#### Principles for assessment

The evaluation of candidates will be carried out in accordance with the internationally recognized and used criteria for assessing high-level academic activity and their professional career. The selection committee will only consider the merits of candidates who fit the profile of the position established in the call.

The committee will assess the individual merits of the candidates. For merits obtained collectively, the personal contribution of the candidate in achieving these merits will be considered.

The committee will mainly assess what has been achieved in the last 10 years, counting from the date of the public call resolution, granting them the most significant weight in the evaluation. For candidates who in the last 10 years have had a long-term temporary disability, maternity or paternity leave, due to risk during breastfeeding, due to adoption or foster care, a situation of leave to care for daughters, sons or other first-degree relatives in their care, or leave due to gender violence provided for in article 89.1 of the revised text of the Law on the Basic Statute of the Public Employee, approved by Royal Legislative Decree 5/2015, of 30

October, the committee will take these situations into account for the purposes of extending this period to 12 years. Likewise, other similar situations that are duly motivated and justified will be considered for the purposes of extending this period.

The evaluation committee will extend this period to guarantee that interruptions in the academic career arising from professional or personal causes do not prejudice the assessment of the candidates, ensuring an equitable evaluation process.

### General criteria for evaluation

The general evaluation criteria must include merit in research and knowledge transfer and merit in teaching. The committee must also assess whether the candidates meet the internationalization criterion.

Each committee is free to define the criteria it deems appropriate and agree on the weight of the different merits by awarding them a score or percentage; in any case, the internationalization criterion must always be included when defining them.

The evaluation criteria cannot include specific references to teaching with specific subjects.

A) The criteria for evaluating **research merits and knowledge transfer** must include:

- the significance and impact of the scientific and technical publications,
- the competitive research projects achieved, and in which participated,
- the knowledge transfer activities,
- intellectual property rights and registered patents.

B) The criteria for evaluating **teaching merits** must include:

- the quality and recognition of university teaching carried out in official university education, including the supervision of doctoral theses.
- the assessment criteria **cannot** include specific references to teaching with specific subjects.

C) The candidate's **internationalization criterion** is met if:

- Academic activity is accredited in a foreign (non-Spanish) institution during doctoral training or in the post-doctoral stage for a minimum of one year (academic stays of two months or more can be counted).
- It is also considered as met if the doctoral thesis has been completed at a foreign university (non-Spanish).

D) Other evaluation aspects to consider are

- leadership capacity,
- international mobility and visibility, and
- other outstanding academic and professional achievements of the candidate.

In each of the sections, therefore, the **guiding merits** to consider are:

A) Research merits (including research and knowledge transfer)

1. Quality and dissemination of the results of research activity.
  - a. Indexed scientific publications.
  - b. Other scientific publications.
  - c. Books and book chapters.
  - d. Professional artistic creations.
2. Stays in research centres.

3. Participation in research projects or research contracts.
4. Quality of the transfer of results
  - a. Patents and products with intellectual property registration.
  - b. Knowledge transfer to the productive sector.
  - c. Scientific dissemination activities.
5. Notable participation in congresses.
6. Conferences and seminars given at internationally prestigious research centres.

B) Teaching merits

1. Teaching dedication.
  - a. University teaching (first and second cycles, undergraduate or postgraduate).
  - b. Doctoral thesis supervision.
  - c. Supervision of tutored projects.
2. Quality of teaching activity.
  - a. Positive evaluations of your activity.
  - b. Original teaching material and teaching publications.
  - c. Teaching innovation projects.
3. Quality of teacher training.
  - a. University teacher training.
  - b. Participation as a speaker in conferences aimed at university teacher training.
  - c. Participation as an assistant in conferences aimed at university teacher training.

C) Internationalization of the candidate

1. Pre-doctoral stays.
2. Post-doctoral stays
3. Contracts with foreign institutions.
4. Doctoral thesis.

D) Other aspects

1. Prizes
2. University management positions held
3. Other merits.