

THE TERMS AND CONDITIONS 2021 FOR GRANTS TO CONTRACT UdG POSTDOCTORAL RESEARCHERS (POSTDOC-UdG2021)

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Introduction

One of the missions of the University of Girona (UdG) is to promote research excellence and transfer activity in all its areas of expertise. Bearing in mind that quality research is a reflection of the people who conduct it, the UdG management team wants to promote research activities and attract research talent, including young predoctoral researchers, experienced and recognised researchers, and the people who provide technical or management support for research,.

Thus, the line of grants for the recruitment of postdoctoral researchers at the UdG, which began in 2020, is being continued, complementing the grants for the recruitment of IFUdG pre-doctoral researchers and UdG research and transfer promoters.

These grants are aligned with the UdG2030 Strategic Plan: the Sum of Intelligence. In fact, a strategic line of the Plan, called “Talent for the sum of intelligences”, specifies the importance of “Promoting policies for the recruitment and retention of talent guaranteeing an influx of professionals with international excellence and competence in the capabilities that the UdG needs to carry out the strategic plan with a focus on the sum of intelligences”. This call promotes the recruitment of international talent, contributing expertise, knowledge, vision, and ways of working that will strengthen each group or department incorporating new postdoctoral researchers.

These grants are in line with the management team’s desire to secure external research funding and, in particular, to encourage and complement the attraction of research talent funded by external competitive calls, such as Juan de la Cierva (training or incorporation), Beatriu de Pinós, TecnioSpring, JIN or other similar ones.

Additionally, these grants will strengthen the R&D+i policies of departments, making them basic units of research, which is in line with the current policy of the programme of Support for University Departments and Research Units (SDUR) of the Secretariat of Universities and Research of the Government of Catalonia. The biggest staffing problem in UdG departments is the lack of new postdoctoral personnel to work together with the consolidated staff. These grants will help departments that need teaching and research staff and have difficulty attracting postdocs to ensure generational replacement. In turn, the departments must guarantee a dynamic teaching and research framework to accommodate contracted postdoctoral researchers.

1. Objective

The objective of these terms and conditions is to award 12 grants for the temporary (maximum 2 years) recruitment of research staff (postdoctoral) to join UdG departments and develop research activities of international impact, all while reinforcing the skills acquired in their first stage of research training.

Likewise, to grant 2 additional grants (modality 2) under the same conditions, aimed specifically at postdoctoral researchers tutored by a person who has obtained a Ramón y Cajal grant awarded in 2020.

2. Recipients

- 2.1 Those people with a doctoral degree who can prove, at the time of submitting the POSTDOC-UdG2021 application, that they have previously applied for competitive external aid, in the last call, for the hiring of postdoctoral researchers such as Juan de la Cierva Formación o Incorporación, Beatriu de Pinós or others similar, in order to carry out a postdoctoral stay at the UdG, may be eligible for aid. People who declare that they meet the requirements for admission to the external call for proposals and who can prove that they have applied may be admitted to the POSTDOC-UdG call for proposals.
- 2.2 Extraordinarily, also eligible are persons with a doctoral degree who are willing and able to apply for competitive external assistance for the recruitment of researchers, such as Juan de la Cierva, TecnioSpring, JIN (projects of the National R+D+i Plan for young unaffiliated researchers or those with temporary affiliations) or other similar ones. If applicants have a POSTDOC-UdG grant, they must submit the applications during the validity of the postdoctoral contract.
- 2.3. The beneficiaries must have a tutor who must be a full-time doctor from the same department and must have the research attached to the UdG. This person will be directly responsible for the supervision and guidance of the applicant's professional development. It is envisaged that this person may have a non-permanent relationship with the UdG, provided that at the time of application they can prove a relationship with the UdG of at least the duration of the POSTDOC-UdG2021 grant requested.
- Modality 1: each tutor may only be a tutor of one candidate
 - Modality 2: each tutor may be tutor of more than one candidate applying for the same aid. The requirements for the tutor of modality 2 must be met at the time of recruitment. Otherwise, the grant will be revoked.
- It is not possible to be a tutor for modalities 1 and 2 at the same time.
- 2.4. A person who has already received a POSTDOC-UdG grant by resolution of award in a previous call, even if he/she has subsequently resigned, cannot apply for a POSTDOC-UdG2021 grant.

3. Amount and characteristics of the grants

- 3.1 The economic endowment for this call POSTDOC-UdG2021 will cover the contractual expenditure generated during two years that includes the salary and the employer's social security contribution. The amount of the aid will be established in the corresponding call.
- 3.2. The aid does not include any additional amount.
- 3.3. The following types of POSTDOC-UdG2021 aid are available:
- Modality 1: POSTDOC-UdG2021 aid that will be distributed among the different departments, in accordance with the weighting established in point 5.1 of these terms.
 - Modality 2: POSTDOC-UdG2021 grants for candidates tutored by ICREA Senior, Ramón y Cajal or equivalent, granted in 2020. This aid is incompatible with the IFUdG modality 2 pre-doctoral aid.

4. Purpose of the grants

The amount of each grant must go completely to finance the recruitment of a postdoctoral researcher. The duration of the contract will be one year, extendable for another year. It will be regulated by Article 22 of Law 14/2011, of 1 June, on Science, Technology and Innovation. The gross annual remuneration will be established in the call for applications.

5. Procedure for awarding grants

Modality 1: the procedure will consist of two phases.

- In the first phase, priority will be given to distributing aid among the UdG departments (term 5.1) and this will be published in the resolution of the call for applications
- In the second, a proposal will be made to grant aid to applicants (term 5.4).

Modality 2: candidates who have submitted the same mentor will compete with each other for a single grant. A proposal will be made to award grants to applicants (term 5.4).

5.1. Prioritising departments of the UdG

The POSTDOC-UdG2021 modality 1 grants will be distributed among the different departments of the UdG according to the weighting (P_i) calculated with values of 31 December 2020 and expressed as follows:

$$P_i = \Delta PDI_i + CA_i$$

Where, by department 'i':

ΔPDI_i is the department's need for teaching and research staff, corresponding to the difference between the theoretical staff of the department and the current staff of the department¹ calculated on 31 December 2020.

CA_i is the capacity of the department to assist postdoctoral researchers in research; this capacity will be calculated using the following expression:

$$CA_i = Sv_i \cdot QSv_i$$

where:

Sv_i is the number of research faculty members who have a *sexenni*, a six-year period of outside assessment of research activity, or the equivalent in the department. For the purposes of equivalence, consideration will be given to researchers without a *sexenni* who comply with any of the following:

- being the principal researcher of an ERC project, or have an ICREA Academia grant (effective 31 December 2020)
- being the beneficiary of a Ramón y Cajal grant or a Beatriz Galindo contract (effective 31 December 2020)
- being an ICREA Senior affiliated with the department

QSv_i is the quotient between research and teaching staff members with *sexenni* or the equivalent and possible *sexennis*, calculated as:

$$QSv_i = \frac{Sv_i}{Sv_i + ntPDI_i}$$

¹ Sum of the current template of blocks A, B, C and D, according to the planning guidelines for the hiring of UdG professors.

where $ntPDI_i$ is the research and teaching staff members of the department whose contractual situation allows for a *sexenni*, but do not have one.

The grants will be distributed among UdG departments in direct proportion to the value P_i , and it might be possible for the same department to receive more than one grant. The distribution coefficient is calculated as

$$q = \frac{1}{24} \sum_{i=1}^{i=24} P_i$$

The number of grants e_i each department receives is the lowest integer in the expression

$$p_i = \frac{P_i}{q}$$

Departments that have received, or are receiving, one or more POSTDOC-UdG2020 grants will have the parameter e_i reduced by one unit for each grant. However, the fact of having received a POSTDOC-UdG2020 grant will not affect the e_i value of your department when the researcher who has received this contract has moved to a new contract at the UdG financed by an external post-doctoral grant.

If some grants are not rewarded, the surplus will be distributed according to the largest remainder method calculated as follows

$$r_i = P_i - qe_i$$

If two departments have the same remainder, r_i , the grant will be awarded to the department with a lower e_i value.

The final list of the prioritisation of grants in the departments will be detailed in the call for applications. Annex 1 contains an estimate of this prioritisation made on 8 October 2020. The POSTDOC-UdG2021 grants will be awarded to the different UdG departments according to this order of prioritisation.

If a department eligible for a grant does not have any candidates admitted to this call for applications who can take advantage of it, the grant will be awarded to another department, always following the order of prioritisation.

5.2. Application submission

Each candidate may submit a single application to join a department of the UdG.

Applications are to be submitted electronically using a form created for this purpose.

In order to close the form it will be essential to enter all the required mandatory information and documentation that must be attached.

The application will consist of two parts:

5.2.1) Entering data in the application form with the following documents:

- a. If the candidate **has previously submitted an application** in an external competitive call for the recruitment of postdoctoral researchers, he/she must attach:
 - a.1 Application submitted in the external competitive call, with attached documents, including *curriculum vitae*.

a.2 Summary of the research activity to be carried out at the UdG, if the application for the external competitive call does not include one. The proposed activity should be in line with the UdG 2030 Strategic Plan: The Sum of Intelligences.

If this alignment is not specifically stated in the documentation presented in the external competitive call, a specific field indicating how the proposed research is in line with the strategic plan must be completed on the POSTDOC-UdG application form.

a.3 Acceptance document approved by the council of the department of the UdG where the applicant wishes to be assigned and mentioning the 8 credits per year that successful applicants must teach in this department (according to standard format).

a.4 Statement of compliance with the admission requirements of the grant application of the external competitive call for the recruitment of postdoctoral researchers (according to the standard format).

a.5. The identification detail of the tutor

b. If the person **has not previously submitted an application** in an external competitive call:

b.1 Curriculum vitae.

b.2 Summary of the research activity to be carried out at the UdG and that must be in line with the UdG 2030 Strategic Plan: The Sum of Intelligences, if the applicant obtains this postdoctoral grant,.

b.3 Acceptance document approved by the council of the department of the UdG where the applicant wishes to be assigned and mentioning the 8 credits per year that successful applicants must teach in this department.

b.4 Statement of commitment to apply for a grant in an external competitive call for the recruitment of postdoctoral researchers (according to standard format).

b.5. The identification detail of the tutor

5.2.2) The application, once validated and sent through the electronic form, will not entail the effective presentation of the same at the date and time of confirmation, it must be formally presented in accordance with the procedure established in the call.

5.3. Application submission deadline

5.3.1. The period for the submission of applications will be established in the call for applications. Applications that have not been formalised on the form, or additional documentation that has not been informed on the form at the time of application, will not be accepted.

5.3.2. Once the deadline for the submission of applications has expired, the OITT shall publish, on the notice board at the UdG headquarters, a provisional list of applications that have been accepted and excluded, indicating the reasons for their rejection and any corrections that may be necessary for their acceptance.

5.3.3. Interested persons may submit amendments against this provisional list, within 10 business days from the day after its publication. If amendments are not submitted, the applications will be considered to be withdrawn it. If no amendments are introduced, this list will be considered final.

5.3.4. After this period the final list of accepted and rejected applications will be published on the bulletin board of the UdG's Electronic Office.

5.4. Evaluation process

Grants of modality 1 will be awarded to candidates who apply to join the various departments of the UdG following the order of priority that will be established in Annex 1 of the call.

If a department (modality 1) has as many candidates admitted as there are grants in the POSTDOC-UdG2021 call for applications, a grant will be awarded to each candidate.

If a department (modality 1) or a tutor (modality 2) has more admitted candidates than corresponding grants, preferential consideration will be given to those who applied for an external competitive grant in the last call for the recruitment of researchers to carry out a postdoctoral stay at the UdG over those who did not apply.

Applications from the same department (modality 1) or same tutor (modality 2) will be prioritised by an assessment committee designated by the Executive Committee for Research, Transfer and Doctoral Studies and consisting of the following persons:

- President: the vice-rector for Research and Knowledge Transfer
- Vice-president: the vice-rector for Staff Management
- Members: five experts, one for each area of knowledge
- Secretary: head of the Office of Research and Technology Transfer

Priority will be assigned according to the following criteria:

Criteria	Maximum score
1. The quality of scientific production. The relevance of the candidate's contribution in articles published in indexed journals, books and book chapters, and in transfer (including patents) and dissemination activities.	6.5
2. International exposure. Participation in international activities. Obtaining funding through this participation and direct involvement in actions related to international programmes and projects. Mobility in prestigious centres, both international and national.	2.0
3. Managing and participating in research projects; directing research lines; supervising doctoral theses; supervising academic work (e.g. bachelor's or master's final degree project or thesis) and being a principal investigator of research or transfer projects.	1.5

The Office of Research and Technology Transfer (OITT) will post, on the bulletin board of the UdG's Electronic Office, the provisional prioritisation of successful applications and will announce a period of 10 business days for the submission of comments on this ranking.

This list may be amended if, before the final date for submission of applications, the final list of applications accepted and excluded from one of the external calls to which applicants have previously applied is published. If a candidate proposed for a POSTDOC-UdG2021 grant is excluded from the external pre-call to which he or she applied, he or she will be treated in the same way as candidates who have not applied for a grant in a previous external call and will be required to make a responsible

declaration of commitment to apply for a grant in an external competitive call for the recruitment of post-doctoral researchers.

The Executive Committee for Research, Transfer and Doctoral Studies will resolve any doubts and gaps in the interpretation and application of these terms and conditions.

The Executive Committee for Research, Transfer and Doctoral Studies, based on the prioritisation and the amendments submitted, will draw up a draft resolution containing a funding proposal and a waiting list for submission to the rector of the UdG.

5.5. Results of the call

The rector of the University of Girona will resolve this call, in light of the proposal presented by the Executive Committee for Research, Transfer and Doctoral Studies, within a maximum of 6 months from the date of publication of the call.

The results will be made public and communicated to interested parties through the UdG's Electronic Office.

6. Accepting the grant

Within a maximum of 10 business days from the publication of the results, grant recipients must sign a document accepting the grant and the corresponding obligations set out in it.

Recipients who do not sign the acceptance document within the specified time will be considered to have renounced the grant, which will then be awarded to the first person from the same department on the waiting list. If there were none, the procedure set out in section 5 (5.4) would be followed to select a candidate from the next department on the list in Annex 1, to whom the grant would be awarded.

7. Obligations of grant recipients

The obligations of the recipient researchers are as follows:

- 7.1. To join the research group of the tutor who has given him/her support, and to carry out the research tasks along the lines specified in his/her application.
- 7.2. To teach 8 credits a year in the department they have joined, in accordance with established needs.
- 7.3. In the tenth month of the contract, present an intermediate report justifying the activities carried out. And within a maximum period of one month after the end of the second year of contract, present a report justifying the activities carried out.
- 7.4. Compete, from the UdG, and within the terms of this contract, for a Juan de la Cierva, TecnioSpring, JIN (projects of the National R+D+i Plan for young unaffiliated researchers or those with temporary affiliations) or other similar grants, if they have not applied for an external competitive grant for the recruitment of postdoctoral researchers.

8. Features of the contract

8.1. Starting the contract

Contracts will be initiated in accordance with the provisions of the call.

Exceptionally, contracts may start later in cases where the accepted applicants are non-EU foreigners that have to follow the procedures for obtaining work permits. The maximum periods of incorporation will be established by the call.

The Executive Committee for Research, Transfer and Doctoral Studies may authorise the start of the contract at a later date than that foreseen in the call for applications for justified reasons. This change in the date of incorporation must be requested within the period of acceptance of the aid. If a candidate is authorised to start the contract more than 3 months after the date foreseen in the call, the duration of the contract will be reduced by the whole period exceeding these 3 months.

8.2. Duration of the contract

The duration of the contract will be two years except in the case referred to in point 8.1 of these terms. No extensions beyond this time may be made.

8.3. Termination of the contract

Failure to comply with contractual obligations will result in the termination of the contract, effective the last day of the month.

9. Cancellations

If recipients of a POSTDOC-UdG2021 grant renounce their contract, they must provide a report justifying the activities carried out during the period completed, in accordance with the provisions of section 7.3.

Any aid granted which is not accepted by the beneficiaries, which is waived, which is not incorporated or which is revoked until the date established in the call for applications will remain vacant and will be granted in accordance with point six. In this case the date of incorporation will be the 1st or 16th day of the month following the resolution of the Rector of the new concessions.

10. Withdrawal of the contract

The employment contract which is the subject of this aid will be terminated on expiry of the agreed time. It may also be terminated 12 months after the start of its validity, in the event of not obtaining a favourable evaluation of the intermediate justificatory report (term 7.3) by the Department Council.

The total or partial non-fulfilment of the obligations or requirements established in these terms, as well as the conditions, if any, that appear in the concession resolution, the concealment or falsification of data, will entail the termination of the contract .

11. Incompatibilities of aid

This aid is incompatible with any other aid of the same kind. This aid will be compatible with the work carried out in accordance with Article 83 of Law 6/2001, of 21 December, on universities, provided that this work is directly related to the line of research on which the beneficiary's work plan is based.

In any case, the contracted personnel who benefit from this aid will be subject to the regime of incompatibilities applicable to the contracted teaching and research personnel of the University of Girona.

Applications for authorisation of compatibility must be submitted to the UdG Human Resources Service.

12. Applicable regulations

In all matters not expressly provided for in this call, the following provisions shall apply: Law 38/2003, of 17 November, on Subsidies; Law 26/2010, of 3 August, on Legal Regime and Procedures of the Catalanian Public Administration; and Law 39/2015, of 1 October, on the Common Administrative Procedures of the Public Administrations.

13. Notifications

These terms and conditions, the call, the procedural acts and the results of the call will be published on the bulletin board of the Electronic Office of the University of Girona.

After publication of the acts and the results, the persons concerned shall be deemed to have been notified, in accordance with the provisions of article 40 of Law 39/2015, of 1 October, on the Common Administrative Procedures of the Public Administrations.

14. Publication

The announcement of this call will take place on the bulletin board of the Electronic Office of the University of Girona <https://seu.udg.edu/serveis-dinformacio/tauler-danuncis-electronic>.

ANNEX 1

Estimate of the prioritisation of departmental aid, calculated on 8 October 2020. The final list of priority for departmental aid will be detailed in the call for proposals.

AB_DEP	Departament	PDI_tot	PDI_tram	PTeor	Delta_PDI_	Sv_i	Qsv_i	CA_i	P_i	e_i	r_i	conv. 2020	Priorització provisional	
CIENM	CIÈNCIES MÈDIQUES	13	12	54,7	41,7	12	0,92	11,1	52,8	1	0,955	2		
PE	PEDAGOGIA	23	18	51,8	28,8	18	0,78	14,1	42,9	1	0,589		1	9
I	INFERMERIA	16	13	45,2	29,2	13	0,81	10,6	39,8	1	0,473		2	13
DPU	DRET PÚBLIC	24	21	44	20	22	0,88	19,4	39,4	1	0,458	1		14
EQATA	ENGINYERIA QUÍMICA, AGRÀ	34	33	38	4	33	0,97	32	36	1	0,335	1		16
B	BIOLOGIA	30	29	36,2	6,2	30	0,97	29	35,2	1	0,305	1		17
FIICOM	FILOLOGIA I COMUNICACIÓ	34	26	47,5	13,5	26	0,76	19,9	33,4	1	0,237	1		19
DE	DIDÀCTIQUES ESPECÍFIQUES	13	8	40,4	27,4	9	0,64	5,8	33,2	1	0,229	1		20
IMAE	INFORMÀTICA, MATEMÀTICA	31	27	40,2	9,2	27	0,87	23,5	32,7	1	0,212	1		21
HIST	HISTÒRIA I HISTÒRIA DE L'AR	24	23	31,4	7,4	24	0,96	23	30,4	1	0,128	1		22
EMCI	ENGINYERIA MECÀNICA I DE	22	22	30	8	22	1	22	30	1	0,111	1		23
EC	ECONOMIA	24	21	35	11	21	0,88	18,4	29,4	1	0,088	1		24
DPR	DRET PRIVAT	16	14	33	17	14	0,88	12,2	29,2	1	0,084	1		25
CA	CIÈNCIES AMBIENTALS	26	24	25,9	-0,1	24	0,92	22,2	22,1	0	0,817		3	
PS	PSICOLOGIA	27	16	38,9	11,9	16	0,59	9,5	21,4	0	0,792		4	
Q	QUÍMICA	31	28	23,8	-7,2	31	0,91	28,3	21,1	0	0,78		5	
OGEDP	ORGANITZACIÓ, GESTIÓ EMF	20	12	33	13	12	0,6	7,2	20,2	0	0,748		6	
EM	EMPRESA	14	3	32,5	18,5	3	0,21	0,6	19,1	0	0,709		7	
GEOG	GEOGRAFIA	15	15	17,6	2,6	15	1	15	17,6	0	0,652		8	
F	FÍSICA	15	14	16,6	1,6	14	0,93	13,1	14,7	0	0,543		10	
AITC	ARQUITECTURA I TECNOLOG	19	16	18,2	-0,8	17	0,85	14,4	13,6	0	0,506		11	
AEC	ARQUITECTURA I ENGINYERIA	12	6	22,4	10,4	6	0,5	3	13,4	0	0,496		12	
EEEA	ENGINYERIA ELÈCTRICA, ELE	14	7	22,8	8,8	7	0,5	3,5	12,3	0	0,456		15	
FILO	FILOSOFIA	10	8	11,6	1,6	8	0,8	6,4	8	0	0,296		18	