

RESOLUTION OF THE RECTOR, OF 30 JANUARY 2020, CALLING FOR APPLICATIONS FOR GRANTS TO RECRUIT UdG POSTDOCTORAL RESEARCHERS (POSTDOC-UdG2020) AND APPROVING THE TERMS AND CONDITIONS OF THE CALL

In light of the management team's willingness to meet its commitment "to establish an institutional programme to recruit researchers, to be much more proactive in attracting research talent from external competitive programmes such as Ramón y Cajal, Juan de la Cierva, etc., and to consider University co-financing where appropriate";

In light of the call approved by the Executive Committee for Research, Transfer and Doctoral Studies in session 1/20, of 16 January 2020 and by the Executive Committee for Staff Management in session 1/20, of 16 January 2020;

In light of the facts and the underling legal grounds, and in accordance with *Royal Decree 1065/2017, of 22 December* (Official Journal of the Government of Catalonia (DOGC) no. 7525, of 29 December 2017), *naming the rector of the University of Girona* and in compliance with the provisions of articles 93 and 97 of the *Statutes of the University of Girona*, approved by *Agreement GOV/94/2011, of 7 June*, (DOGC no. 5897, of 09 June 2011).

Pursuant to the preceding provisions,

I RESOLVE:

- One.** To issue this call for applications to contract UdG postdoctoral researchers (POSTDOC-UdG2020) and to approve the terms and conditions of the call, in accordance with the annex to this resolution.
- Two.** To order the publication of this call and its terms and conditions on the bulletin board of the Electronic Office of the University of Girona <https://www.udg.edu/ca/coneix/la-udg/seu-electronica>.
- Three.** To initially establish the total amount of grant aid at €688,872 charged to spending units 01.01.004.0014 for Actions of the Government of the Rector (€400.000), 02.46.022 of the Vice-Rectorate for Research and Knowledge Transfer (€99.800) and 11.01.201, expense application 120.00of , of Chapter 1 generic funding of the UdG (€189.072), of the UdG budget for the year 2020, and charged to budget application 131.00 for the payment of contracts and 160.00 for the employer's social security contributions.

The rector,

Joaquim Salvi Mas

Girona, 30 of January 2020

Appeals against this resolution, which exhausts the right of appeal through administrative channels, may be filed with the rector of the University of Girona within one month from the day after the notification of this resolution, in accordance with the provisions of articles 123 and 124 of Law 39/2015, of 1 October, on the Common Administrative Procedures of Public Administrations; or appeals may be filed directly with the contentious administrative courts of Girona, within two months from the day after the notification of this resolution, in accordance with articles 8.3, 14.1 and 46.1 of Law 29/1998, of 13 July, regulating contentious administrative jurisdiction. The persons concerned may also bring any other action they consider appropriate to defend their interests.

ANNEX

THE TERMS AND CONDITIONS AND THE 2020 CALL FOR APPLICATIONS FOR GRANTS TO CONTRACT UdG POSTDOCTORAL RESEARCHERS (POSTDOC-UdG2020)

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 UdG announces a series of grants for the recruitment of postdoctoral researchers to complement the IFUdG grants for the recruitment of predoctoral researchers and promoters of UdG research and transfer. This is a pilot test, with a desire for continuity.

This call is in line with the UdG 2030 Strategic Plan: The Sum of Intelligences. 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 the call 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.

2. Recipients

Persons eligible to receive grants must have a doctoral degree and be able to prove that, in the last call for applications, they applied for an external competitive grant for the recruitment of postdoctoral researchers such as Juan de la Cierva (training or incorporation), Beatriu de Pinós or other similar

ones, to complete a postdoctoral stay at the UdG. Applicants who meet the admission requirements for the external call and can prove they have applied for it may be admitted to the POSTDOC-UdG call.

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.

3. Amount and characteristics of the grants

- 3.1. The financial endowment of this POSTDOC-UdG2020 call for applications will be €688,872. The funding of the aid will be charged to spending units 01.01.004.0014 for Actions of the Government of the Rector (€400,000), 02.46.022 (€99,800) of the Vice-Rectorate for Research and Knowledge Transfer and 11.01.201, expense application 120.00of , of Chapter 1 generic funding of the UdG (€189.072) of the UdG budget for the year 2020.
- 3.2. After publication of the resolution awarding the grant, a spending unit will be provided with the amount granted.
- 3.3. The maximum amount of each grant is €57,406. This amount finances the cost of each contract for a maximum of two years, including research staff remuneration and employer's social security contributions. The grant does not include any additional amounts.

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 €21,500 euros for the entire contract period.

5. Procedure for awarding grants

The procedure has two stages: first, the prioritised distribution of grants among UdG departments; and, second, proposals to award grants to specific candidates.

5.1. Prioritising departments of the UdG

The POSTDOC-UdG2020 grants will be distributed among the different departments of the UdG according to the weighting (P_i) calculated with values of 31 December 2019 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 2019.

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 2019)
- being the beneficiary of a Ramón y Cajal grant or a Beatriz Galindo contract (effective 31 December 2019)
- 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:

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

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

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

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.

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

A prioritised list of grants awarded by department is available in Annex 1. The POSTDOC-UdG2020 grants will be awarded to the different departments of the UdG in this order.

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.

In possible future calls, departments will be prioritised according to updated data, taking into account the grants awarded in the previous call. The departments enjoying one or more POSTDOC-UdG grants will see the e_i parameter reduced by one unit for each grant. However, having a POSTDOC-UdG grant will not affect the e_i value of the department in the next call when the researcher who had this contract has gone on to enjoy a contract at the UdG through an external postdoctoral grant.

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.

To complete the form, candidates must enter all the required information. The application will consist of two parts:

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

- a. If the person has submitted an application in an external competitive call for postdoctoral researchers:
 - Application submitted in the external competitive call, with attached documents, including *curriculum vitae*.
 - 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.
 - 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).
 - 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).
- b. If the person has not submitted an application in an external competitive call:
 - *Curriculum vitae*.
 - If the applicant obtains this postdoctoral grant, 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.
 - 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.

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

5.2.2) Printed copy of the receipt for the form, signed and submitted to any general registry office of the UdG.

If applicants have an electronic certificate (TCAT, TCAT-P, idCAT, idCAT MÒBIL, FNMT, DNIe, Cl@ve...), the receipt for the electronically signed form can be submitted through the electronic registry of the UdG in the following way:

1. Identifying themselves with any of the certificates listed above.
2. Filling in the registration application form.
3. Attaching the documents, which must all be signed electronically.
4. Sending it.

The form must be electronically signed.

5.3. Application submission deadline

5.3.1. The application period will begin on 10 February 2020 and will end on 28 February 2020. Applications that have not been submitted in person at any UdG registry office, or electronically through the electronic registry of the UdG, by the indicated date will not be accepted, in accordance with the previous sections.

5.3.2. Within a maximum of 10 working days after the application submission deadline, the Office of Research and Technology Transfer (OITT) will post the provisional list of accepted and rejected applications on the bulletin board of the UdG's Electronic Office, indicating any reasons for inadmissibility and any possible amendments that are necessary for admission.

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 within 5 business days.

5.4. Evaluation process

Grants will be awarded to candidates who apply to join the various departments of the UdG in the order set out in Annex 1.

If a department has as many candidates admitted as there are grants in the POSTDOC-UdG2020 call for applications, a grant will be awarded to each candidate.

If a department 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 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. Internacional 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

Within a maximum of 15 business days after the application submission deadline, 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.

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. Join a departmental research group that has supported them, and carry out research tasks along the lines specified in their application.
- 7.2. Teach 8 credits a year in the department they have joined, in accordance with established needs.
- 7.3. Submit a report justifying the activities carried out in the tenth month of the contract and, if applicable, within a month of the end of the second year of the contract.
- 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 start on **16 June 2020**.

Exceptionally, contracts may start on **16 July 2020 or 16 September 2020** in cases where the accepted applicants are non-EU foreigners that have to follow the procedures for obtaining work permits.

The Executive Committee for Research, Transfer and Doctoral Studies may authorise the start of the contract on a different date for justified reasons.

The month of August will be considered a non-working period.

8.2. Duration of the contract

The contract shall be for one year and may be extended for an additional year. No extensions will be allowed beyond this time. The department council will propose to the vice-rector for Staff Management the appropriateness of the extension, based on the justifying report submitted.

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-UdG2020 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.

Grants awarded to recipients who do not accept or who renounce their grants, who do not join departments as planned, or who have had their grants withdrawn before **16 September 2020** will be

reassigned in accordance with point 6. In this case, the date of incorporation will be the 1st or the 16th of the month following the resolution of the rector concerning the new recipients.

10. Withdrawal of the grant

Failure to comply in whole or in part with the obligations or requirements set out in these terms and conditions and in the resolution, or the concealment or falsification of data, will result in the loss of the right to receive grant payments and the obligation to refund any amounts already received, if applicable. The grant will be revoked after processing of the relevant file, which shall include a report by the grant recipient and guarantee the right to be heard.

11. 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 Catalan Public Administration; and Law 39/2015, of 1 October, on the Common Administrative Procedures of the Public Administrations.

12. Notifications

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.

13. 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

Data updated on 31 December 2019

Departament	PDItot_i	PDIttram_i	PTeor	Delta_PDI_i	Sv_i	QSv_i	CA_i	P_i	e_i	r_i	Priorització	
CIÈNCIES MÈDIQUES	13	11	54,7	41,7	11	0,85	9,3	51,0	1	0,941	1	14
PEDAGOGIA	21	17	51,8	30,8	17	0,81	13,8	44,6	1	0,696	2	19
DRET PÚBLIC	24	21	44,0	20,0	22	0,88	19,4	39,4	1	0,498	3	23
ENGINYERIA QUÍMICA, AGRÀRIA I TECNOLOGIA AGROALIMENTÀRIA	35	34	38,0	3,0	34	0,97	33,0	36,0	1	0,371	4	27
BIOLOGIA	31	30	36,2	5,2	31	0,97	30,0	35,2	1	0,341	5	28
FILOLOGIA I COMUNICACIÓ	33	26	47,5	14,5	26	0,79	20,5	35,0	1	0,331	6	29
INFERMERIA	16	8	45,2	29,2	8	0,50	4,0	33,2	1	0,263	7	31
DIDÀCTIQUES ESPECÍFIQUES	15	9	40,4	25,4	10	0,62	6,2	31,6	1	0,204	8	32
INFORMÀTICA, MATEMÀTICA APLICADA I ESTADÍSTICA	32	27	40,2	8,2	27	0,84	22,8	31,0	1	0,179	9	33
HISTÒRIA I HISTÒRIA DE L'ART	26	25	31,4	5,4	26	0,96	25,0	30,4	1	0,158	10	34
ENGINYERIA MECÀNICA I DE LA CONSTRUCCIÓ INDUSTRIAL	22	22	30,0	8,0	22	1,00	22,0	30,0	1	0,142	11	35
ECONOMIA	24	21	35,0	11,0	21	0,88	18,4	29,4	1	0,118	12	36
DRET PRIVAT	17	15	33,0	16,0	15	0,88	13,2	29,2	1	0,113	13	37
PSICOLOGIA	26	16	38,9	12,9	16	0,62	9,8	22,7	0	0,866	15	
CIÈNCIES AMBIENTALS	27	25	25,9	-1,1	25	0,93	23,1	22,0	0	0,839	16	
ORGANITZACIÓ, GESTIÓ EMPRESARIAL I DISSENY DEL PRODUCTE	20	12	33,0	13,0	12	0,60	7,2	20,2	0	0,769	17	
QUÍMICA	31	27	23,8	-7,2	30	0,88	26,5	19,3	0	0,733	18	
EMPRESA	15	2	32,5	17,5	2	0,13	0,3	17,8	0	0,676	20	
GEOGRAFIA	15	15	17,6	2,6	15	1,00	15,0	17,6	0	0,670	21	
ARQUITECTURA I TECNOLOGIA DE COMPUTADORS	19	16	18,2	-0,8	17	0,85	14,4	13,6	0	0,519	22	
FÍSICA	16	14	16,6	0,6	14	0,88	12,2	12,9	0	0,489	24	
ARQUITECTURA I ENGINYERIA DE LA CONSTRUCCIÓ	13	4	22,4	9,4	4	0,31	1,2	10,6	0	0,405	25	
ENGINYERIA ELÈCTRICA, ELECTRÒNICA I AUTOMÀTICA	16	7	22,8	6,8	7	0,44	3,1	9,9	0	0,375	26	
FILOSOFIA	10	8	11,6	1,6	8	0,80	6,4	8,0	0	0,304	30	