

Resolution of the Presidency of the State Agency Higher Council of Scientific Research M.P., which calls for the evaluation and selection process of the beneficiaries of the aid for the training of predoctoral research personnel associated with the call for early processing for the year 2022 of the concession procedure for "Knowledge Generation Projects", within the framework of the State Plan for Scientific, Technical and Innovation Research 2021-2023, of the State Research Agency.

One of the missions of the State Agency's Consejo Superior de Investigaciones Científicas (hereinafter CSIC), as set forth in Royal Decree 1730/2007 of December 21, 2007, which approves its Statute, is to train scientific, technical and management personnel in science and technology, as well as to collaborate with universities in scientific and technological research, and in specialized and postgraduate education.

In order to comply with its purpose, among the various functions referred to in Article 5 of the Statute of the CSIC, applicable to all scientific and technical areas, is the training of scientific, technical and management personnel in science and technology.

Taking into account the provisions of Royal Legislative Decree 5/2015, of October 30, which approves the revised text of the Law of the Basic Statute of the Public Employee, Law 30/1984, of August 2, on Measures for the Reform of the Civil Service, the General Rules of Entry approved by Royal Decree 364/1995, of March 10, the Resolution of the Secretary of State for Public Administration of November 22, 2001, the joint Instruction of the Secretaries of State for the Treasury and Budget and for the Civil Service of November 17, 2010 and the rest of the regulations in force on the matter, prior favorable report of the General Directorate of the Civil Service, it is agreed to call a selective process for the coverage of **207 positions** of temporary labor personnel, through the modality of predoctoral contract provided for in articles 20.1^a) and 21 of Law 14/2011, of June 1, on Science, Technology and Innovation, and Royal Decree 103/2019, of March 1, which approves the Statute of pre-doctoral research personnel in training, which will be governed in accordance with the bases of the call that are explained below and which correspond to the bases reported favorably by the Directorate General of Civil Service on 16/10/2023 for this type of contract.

Within this framework, and having published the final resolution proposal, dated 16 October 2023, by which the State Research Agency (hereinafter AEI) grants 207 predoctoral contracts to the CSIC, this resolution is published, under Article 12 of the Order of 30 December 2022, of the AEI (hereinafter PID2022), which defines the characteristics of the actions for the training of predoctoral research personnel associated with grants for "Knowledge Generation Projects" within the framework of the State Plan for Scientific, Technical and Innovation Research 2021-2023 on which this resolution will be based.

Article 12.1 of the PID2022 establishes that the beneficiary entity of the grants for "Knowledge Generation Projects", in this case the CSIC, will be responsible for the process

of evaluation and selection of the persons to be hired, and must guarantee the principles of concurrence, publicity and transparency.

This article also establishes the possibility for the beneficiary entity to initiate the evaluation and selection process prior to the publication of the resolution granting the aid. For this purpose, this resolution is published in order to provide an appropriate framework for the competitive concurrence that must govern this process, which must in any case comply with the provisions of the IDP2022.

This call will take into account the principle of equal treatment between women and men with regard to access to employment, in accordance with Article 14 of the Spanish Constitution, Organic Law 3/2007, of March 22 and the Agreement of the Council of Ministers of December 29, 2020, approving the III Plan for gender equality in the General Administration of the State and in the Public Bodies linked to or dependent on it.

BASES OF THE CALL FOR PROPOSALS

I. General rules

1.1. The evaluation and selection process is called to cover the 207 contracts that have been awarded to different CSIC research structures (hereinafter EI) in the proposal of final resolution of the AEI of October 16, 2023. The contracts will be framed within the modality of pre-doctoral contract for research personnel in training, in accordance with Article 21 of Law 14/2011, of June 1, on Science, Technology and Innovation.

Hiring will be co-funded by the AEI from the research projects listed in Annex I that will be developed in the EI of the CSIC.

1.2. The contracts covered by this call will be temporary, fixed-term and full-time. The full duration of this initial contract together with the extensions thereof and those contracts of the same type that have been previously enjoyed in the CSIC or in another institution cannot exceed four years, unless the contract is made with a person with a disability in which case the maximum duration will be 6 years, including extensions, in accordance with the provisions of Article 21c) of Law 14/2011 of June 1 of Science, Technology and Innovation, and Article 11.1 of the Statute of Workers. The continuity of the contract will be conditioned to the annual presentation of the favorable report of the academic committee of the doctoral program or doctoral school.

The pre-doctoral contract shall be concluded in writing between the research personnel in training as an employee and the CSIC, as an employer, and must be accompanied by a letter of admission to the doctoral program issued by the unit responsible for the program, or by the doctoral or postgraduate school, as the case may be.

Situations of temporary disability and periods of time spent on full-time leave for pregnancy, pregnancy, risk during pregnancy, pregnancy and breastfeeding, birth, maternity, paternity, adoption for adoption purposes or foster care, or breastfeeding accumulated full time, or for similar situations related to the above, as well as the enjoyment of full-time leave for reasons of reconciliation or care of minors, family members or dependents, and the time spent on leave of absence to care for a child, a family member or due to gender violence during the term of the contract will interrupt the calculation of the duration of the contract.

The periods of time dedicated to the enjoyment of part-time leave for birth, maternity, paternity, adoption or foster care, and the reduction of the working day for reasons of breastfeeding, birth of a premature or hospitalized child after childbirth, legal guardianship, care of minors affected by cancer or serious illness, of family members affected by accident or serious illness or of dependent persons, or due to gender violence, or reductions in working hours due to analogous situations related to the above, as well as for reasons of conciliation or care of minors, family members or dependent persons, during the term of the contract will give rise to the extension of the contract for the time equivalent to the reduced working hours.

The different IEs shall respect the rights of pre-doctoral contract personnel equivalent to the vacation, leave and leave regime enjoyed by the IE's research personnel.

1.3. The purpose of these contracts will consist primarily of carrying out research tasks, within the scope of a specific and novel project. The following items will be eligible for funding: the cost of hiring, the cost of compensation at the end of the contract and the expenses arising from stays in R&D centers and enrollment in doctoral studies.

1.4. The selection process shall be carried out through the merit-based competitive examination system, with the evaluations, exercises and scores specified in Article 12 of the PID2022.

1.5. Once the selection process has concluded, the selected applicants, who have accredited that they meet the requirements, shall be hired under the pre-doctoral contract modality, regulated in article 21 of Law 14/2011, of June 1, and Royal Decree 103/2019, of March 1, and the incorporation shall take place within the period indicated in article 10. The duration of the contract shall be four years (or six in the case of persons with disabilities), unless they have been hired under the same type of contract previously, in which case the duration of the contract shall be reduced by the time equivalent to the duration of the previous contract.

1.6. The remuneration of the contract shall be a gross annual salary distributed in twelve monthly payments of 1,478.16 Euros during the first year, 1,583.74 Euros during the second year, and 1,979.67 Euros during the third and fourth years.

The salaries to be applied will be those established in the call for grants, or in the Single Agreement for the labor personnel of the General State Administration at the time of hiring,

taking into account that, in the case of employment contracts in the pre-doctoral contract modality, the annual remuneration will be at least 56% for the first two years, 60% for the third and 75% for the fourth of what is equivalent to a worker in Professional Group M3 of the IV Single Agreement for the labor personnel of the General State Administration.

2. Bodies responsible for the investigation and resolution of the procedure

2.1. The body responsible for ordering and instructing the procedure for awarding the contracts covered by this call (instructing body) is the Vice-Presidency for Scientific and Technical Research (VICYT), although it will delegate the exercise of the material functions to the CSIC's Department of Postgraduate Studies and Specialization (hereinafter DPE).

2.2. The competent body for the resolution of the concession procedure (granting body) is the President of the CSIC.

3. Requirements for candidates

The call is aimed at students of Spanish and foreign nationality who have completed university studies that qualify, according to Spanish legislation, for access to third cycle studies or official postgraduate studies. Candidates will be selected exclusively on the basis of their academic and/or scientific-technical background, and their suitability for the research activities to be carried out, as described in article 7 of this call.

3.1. In order to be admitted to the selective process, applicants must possess at the time of the formalization of the employment contract, the requirements for participation described in base 3.1.1., for the rest of the requirements, they must possess them on the day of the end of the deadline for submission of applications, and maintain them until the time of the formalization of the employment contract or, if applicable, as established in the corresponding sections of base 3:

3.1.1. Nationality:

- a) To have Spanish nationality.
- b) Be a national of the Member States of the European Union.
- c) Whatever their nationality, the spouse of Spanish nationals and nationals of other Member States of the European Union, provided that they are not legally separated.

Likewise, under the same conditions, their descendants and those of their spouse, who live in their care under twenty-one years of age or dependents over that age, may participate.

d) Persons included in the scope of application of the International Treaties entered into by the European Union and ratified by Spain in which the free movement of workers is applicable.

e) Foreigners who are not included in the preceding paragraphs and are legally resident in Spain.

Those included in section a) as well as foreigners residing in Spain included in section b) will be exempt from providing documentation accrediting their nationality, provided that they authorize in their application the verification of their personal identification data in the Identity Data Verification System. The other candidates must attach to their application a document proving the conditions claimed.

3.1.2. Age: Be at least sixteen years of age and not exceed, if applicable, the maximum age of compulsory retirement.

3.1.3. Qualification: Hold, or be in a position to obtain, a bachelor's degree, engineering, architecture, university degree of at least 300 ECTS credits or university master's degree, or equivalent, that allows admission to a doctoral program prior to recruitment.

In the case of foreign qualifications, a sworn translation into Spanish or English must be provided, as well as proof of being in possession of the corresponding homologation credential or, if applicable, the corresponding certificate of equivalence, or proof of having initiated the corresponding procedure, with the resolution of the competent authority denying the request being cause for termination of the contract.

This last requirement shall not apply to applicants who have obtained recognition of their professional qualification, in the field of regulated professions, under the provisions of Community Law.

3.1.4. Have been granted admission or pre-admission to a doctoral program, as provided for in Article 21 b) of Law 14/2011, of June 1, on Science, Technology and Innovation at the time the contract is formalized.

3.1.5. In the event of having been previously hired, in this or any other entity, under this type of pre-doctoral contract, the duration of the previous contracts will be discounted from the maximum duration legally allowed for this type of contract.

3.1.6 Not to be in possession of the title of Doctor.

3.1.7 Possess the functional capacity necessary for the performance of the tasks.

3.1.8 Qualifications: Not to have been dismissed by means of disciplinary proceedings from the service of any of the Public Administrations or the constitutional or statutory bodies of the Autonomous Communities, nor to be in absolute or special disqualification for public employment or positions by final judicial decision, or to perform functions similar to those performed in the case of labor personnel, in which they have been dismissed or disqualified. In the case of being a national of another State, not being disqualified or in an equivalent situation or having been subjected to a disciplinary or equivalent sanction that prevents, in his/her State, in the same terms, access to public employment.

4. Applications and admission requirements

4.1. Those wishing to participate in this selection process must complete an application form which must be completed using only the telematic application available on the CSIC information servers <https://www.convocatorias.csic.es/convoca/>.

Applicants may apply for only one contract offer and shall state in the application, in the text box provided for this purpose, the code of the contract offer for which they are applying, as shown in Appendix I. By submitting their application, applicants accept that the documentation they submit may also be used to apply for those contract offers for which they are unsuccessful or which have not been awarded to any applicant after the first evaluation phase (Article 8).

In order to match the scientific-technical interests of applicants to contract offers that do not get applicants or that have not been awarded at the end of the first phase, in the application, in addition to the single offer for which they are applying, applicants may include up to a maximum of seven additional prioritized contract offer codes so that their preferences can be taken into account in the second evaluation phase.

For the scoring of the first and second evaluation phases, the criteria detailed in article 7 shall be followed.

The deadline for submitting applications is ten working days from the day following the date of publication of this call for applications.

The telematic application form shall be signed electronically or manually, in such a way that the applicant declares that the information contained therein is true, and that he/she meets the conditions required in the call, undertaking to provide documentary proof of all the information contained in the application when required by the CSIC or the AEI.

The telematic application form shall include the e-mail address designated for the purposes of communications and/or requirements that may be made, which shall be considered valid for notification purposes in this case.

Failure to submit the application in due time and form by the methods described above will result in the exclusion of the candidate.

However, if the application has been submitted on time, but not in due form, the candidate will be required to correct it, being warned that, if the requirement is not complied with within five working days, he/she will be considered to have withdrawn his/her application, under the terms established in article 14 of RD 203/2021, of March 30.

4.2. Each application shall be accompanied by:

a) Documentation accrediting the merits that the candidate wishes to be evaluated in the evaluation phase, taking into account the merits that may be alleged according to the provisions of Article 7. The alleged merits must be possessed on the date of the deadline for submission of applications and must be duly documented in order to be evaluated.

b) Certified copy of the degree in accordance with the provisions of article 3.1.3 of this call and copy of the transcript (official academic record) of the degree, engineering, architecture or bachelor's degree. Both the academic degree and the transcript must be translated into Spanish or English.

c) Curriculum vitae of the candidate.

d) Letter of admission or pre-admission to the doctoral program issued by the unit responsible for said program, or by the doctoral or graduate school, as the case may be, or documentation accrediting that the admission process is underway.

e) Applicants with a degree of disability equal to or greater than 33% must attach a Technical Opinion issued by the Technical Evaluation Body that issued the degree of disability.

f) Applicants shall sign, together with the application form, a responsible declaration in which they undertake to comply with the necessary requirements to be able to sign the contract and join the corresponding IE.

5. Admission of applicants

5.1. After the deadline for submitting applications, the lists of admitted and excluded applicants will be published on the CSIC website, and a period of five working days will be set, starting from the day after publication, to correct the defect that led to the exclusion or omission.

5.2. At the end of this period, the definitive list of those admitted will be published on the CSIC website.

6. Selection Committees

For the selection of candidates, a selection committee will be created, which will act objectively and guarantee its independence.

6.1. The selection committee of this selection process will be formed by the principal investigator of the project beneficiary of the grants for "Knowledge Generation Projects" (hereinafter the responsible PI), the director of the EI of the CSIC in which the project will be developed or the person delegated by him/her and the head of the Directorate of the Department of Postgraduate and Specialization or the person delegated by him/her.

6.2. The selection committee, in accordance with Article 14 of the Spanish Constitution, shall ensure strict compliance with the principle of equal opportunities for both sexes.

6.3. The procedure for the actions of the selection committee shall at all times comply with the provisions of Law 40/2015, of October 1, 2015, of the Public Sector Legal System and other provisions in force.

6.4. The selection committee shall be responsible for the consideration, verification and assessment of any incidents that may arise, adopting in this regard the reasoned decisions it deems appropriate.

7. Evaluation Criteria

7.1. The evaluation process shall be governed by the following criteria and sub-criteria set forth in Article 12 of IDP2022.

Criterion I. Academic and/or scientific-technical background of the candidate (up to 50 points).

Subcriterion I.a): Scientific-technical contributions (up to 45 points). The academic record and other curricular merits of the candidate will be assessed, as well as their suitability to the tasks to be performed based on training and professional experience.

Subcriterion 1.b): Mobility and internationalization (up to 5 points). The relevance and impact of the candidate's stays in national and international centers and/or in the industrial sector on his/her research career will be assessed, taking into account the prestige of the entity receiving the stay and the activity carried out therein.

Criterion 2. Suitability of the candidate to the research activities to be carried out (up to 50 points). The suitability of the candidate to the program, project or research activities to be carried out will be assessed based on his/her previous training and experience. For this purpose, the added value that the completion of the project will represent for his/her research career will be taken into account, as well as the value contributed to the center and to the receiving team.

8. Development of the selective process

8.1. In the first phase of the selection process, each of the admitted applicants will be evaluated in the contract offer for which he/she opted in his/her application. The selection committees will proceed to the evaluation of the applications and will publish the Provisional Resolution Proposal (PRP) for each of the offers containing the provisional evaluation of merits, indicating the score obtained in each of the merits and the total score. Applicants shall have a period of five working days from the day following the publication of this list to make the pertinent allegations. At the end of this period, the selection committees will publish the proposal for final decision (PRD) with the final assessment, as well as the list of applicants in order of score and establishing a list for each of the contract offers, which will include a regular applicant and a list of alternate applicants in order of priority. Both the PRP and the PRD will be published on the CSIC website.

8.2. The PRD shall establish a maximum period of five working days, starting on the day following publication, within which the incumbent applicants for each offer shall have a maximum of five working days to submit the document of *incorporation agreement* or the document of *resignation from the proposed contract*. Failure to present the *incorporation agreement* document within the established term or failure of the incumbent applicants to comply with the necessary requirements will result in the contract being awarded to the alternate applicants. The instructing body shall offer each vacant contract to the substitute applicants in strict order of score so that they may send their *acceptance agreement* document. In the event that a given contract offer does not obtain the acceptance of any applicant, it will remain vacant for the second phase of the procedure.

8.3. The selection committee may require, at any time during the selection process, the accreditation of the identity of the applicants. Likewise, if the corresponding selection committee becomes aware that any of the applicants do not meet any of the requirements demanded in the call, after hearing the interested party, it shall propose their exclusion to the convening authority.

8.4. For those contract offers in Annex I that do not attract applicants or that have not been awarded to any applicant after the first evaluation phase, a second evaluation phase will be opened. The selection committees in this phase may evaluate and select alternate applicants who have not been awarded a contract in the first phase (Article 9.1). The evaluation shall be carried out according to the criteria of Article 7. For this second phase, the preferences of contract offers indicated by the applicants in the application (Article 4.1) shall be taken into account. For this second phase of the procedure, Article 8.1 shall apply.

9. Overcoming the selective process

9.1. Once the evaluation process of the first phase has been completed, the chair of the selection committee, who will be the responsible PI, will send the list of the applicants for each offer who have sent the letter of acceptance for each of the contracts to the awarding body, which will be signed by the awarding body and published on the CSIC website. The award resolution (CR) will also contain the list of alternate applicants for all the offers in alphabetical order of the first surname that will go on to the second phase (Article 8.4). The CR will also contain the list of the contract offers of Annex I that have not obtained applicants or that have not been awarded to any applicant after the first evaluation phase.

9.2. For the second phase of the procedure, the procedure shall be the same as in Article 9.1.

9.3. No more contracts may be formalized than the number of grants for the training of pre-doctoral personnel associated with the "Proyectos de Generación de Conocimiento" grants awarded to the CSIC in the final resolution and published by the AEI. Likewise, no contract may be formalized with those candidates who do not provide the letter of admission or pre-admission to a doctoral program at a university.

9.4. The candidate hired will have to pass a trial period of three months, during which the PI in charge or the thesis supervisor will evaluate the correct performance of the job and issue the corresponding report.

9.5 In the event that any of the proposed candidates do not submit the corresponding documentation prior to the start date of the contracts, do not meet the requirements or resign, the contract shall be awarded to the next candidate from the list of substitutes referred to in Article 8.1.

9.6 In the event of resignation prior to incorporation, the corresponding alternate shall be hired, in order of priority.

9.7 If, during the execution of the aid, the contract is terminated or the contract is withdrawn by the person hired, the beneficiary entity may evaluate, select and hire another person, complying with the requirements established in Article 4, in the applicable labor legislation, as well as in Royal Decree 103/2019, of March 1, for the remaining duration of the contract, provided that it covers at least one year. The period that elapses between the termination or cancellation of the contract and the incorporation of a new person may not exceed 3 months. Regardless of the fact that different persons may be hired within the framework of the action, the maximum duration of the action will be, in any case, of four years and the amount of the aid will be that set forth in Article 14.5 of the AEI call for proposals.

10. Period and conditions of use

10.1 The candidates selected as beneficiaries must join the EI on the date determined in the resolution of the AEI award, without prejudice to the provisions on interruptions and extensions of the period of execution of the action in 1.2 of this call and Article 25.7 of the AEI call. Failure to incorporate on the indicated date without the corresponding notification of the supervening situation accepted by the selection committee will imply the automatic loss of the rights inherent to the pre-doctoral contract granted.

10.2 The beneficiary must conclude his/her training with the effective presentation of the thesis and the obtaining of the doctoral degree. To this end, the CSIC will establish the necessary agreements or procedures so that the persons hired as predoctoral candidates in this call can obtain a doctoral degree accredited by a university.

10.3 The compatibility of these contracts with other contracts, salaries, non-wage payments, collaboration in teaching tasks, etc., are set forth in Article 16 of the PID2022 call for proposals.

10.4 Within the framework of the actions and within the maximum duration of the contract indicated in Article 1, a period of postdoctoral orientation will be financed once

the doctoral degree has been obtained, provided that the degree is obtained during the period of execution of the action, with a maximum duration of twelve months, aimed at the professional improvement and specialization of this research personnel, without prejudice to the provisions on interruptions and extensions of the period of execution of the action in Article 1.2 of this call and Article 25.7 of the PID2022.

10.5. The aid includes an additional endowment of 6,860 euros per month for stays in R&D centers and tuition for doctoral studies and its financing is defined in Article 12 of the PID2022.

11. Obligations of the contracted persons

11.1. The acceptance of the predoctoral contract implies the acceptance of the conditions established in the present call, as well as in the PID2022.

11.2. Those who sign a contract shall be under the obligation to:

11.2.1. To join the IE on the date indicated in section 10.1.

11.2.2. Fulfill the training program to the best of his/her ability, complying with the rules of organization and operation of the IE and following the recommendations and guidelines established by the thesis supervisor.

11.2.3. To state in any publication that is a consequence of the activity carried out during the enjoyment of the contract, his/her condition of pre-doctoral contracted person in the CSIC.

11.2.4. To inform the IE immediately, and through the thesis supervisor and the responsible PI, of any result that may be protected under the regulations on industrial and intellectual property. The scientific results and possible inventions obtained as a result of the activity carried out by the beneficiary during the period of enjoyment of the pre-doctoral contract will be the exclusive property of the CSIC, without prejudice to the recognition, where appropriate, of the corresponding authorship.

11.2.5. Immediately inform the IE, through the thesis supervisor, of any conflict of interest, as stated in the CSIC Conflict of Interest Manual.

12. Noncompliance

12.1. Failure to comply with the necessary requirements or the obligations assumed as a consequence of the award of the contract may give rise to the termination of the right to

its enjoyment or to the modification of the award resolution, to the reimbursement of the amounts received and, if applicable, to the initiation of the corresponding disciplinary proceedings, in accordance with the provisions of Law 38/2003, of November 17, 2003, General Law on Subsidies, as well as to any other liabilities of any kind that may arise.

12.2. The reimbursement of the amounts received and the demand for late payment interest from the time of payment, in the amount established by Article 38 of Law 38/2003, of November 17, 2003, General Law on Subsidies, shall be applicable when any of the circumstances set forth in Article 37 of the aforementioned legal text are met.

13. Final rule

The following shall apply to this selection process: Royal Legislative Decree 5/2015, of October 30, which approves the revised text of the Law of the Basic Statute of the Public Employee; the subsisting and applicable precepts contained in Law 30/1984, of August 2, the Single Collective Agreement for the labor personnel of the AGE; Law 14/2011, of June 1, on Science, Technology and Innovation, the rest of the legislation in force on the matter and the provisions of the aforementioned selection process.

Against this call may be filed, on an optional basis, the appropriate appeals in accordance with Law 39/2015, of October 1, of the Common Administrative Procedure of Public Administrations, or a lawsuit before the Social Courts of Madrid, in accordance with the provisions of Article 6.2 of Law 36/2011, of October 10, of the Social Jurisdiction. Likewise, the Administration may, where appropriate, proceed to review the resolutions of the Tribunal, in accordance with the provisions of the aforementioned Law 39/2015, of October 1.

THE PRESIDENT OF CSIC,

Eloísa del Pino Matute