



Call for postdoctoral research fellowships at the UOC associated with the research centers and the various UOC Studies.- Year 2019

The Research and Innovation Commission, in the session of January 28, 2019, has agreed upon this call for postdoctoral research fellowships 2019, with the following CONDITIONS:

- i. The program of postdoctoral research fellowships, UOC 2019, has as its objective the recognition of new researchers within existing UOC research groups. The new personnel will make it possible to expand the research teams of UOC research groups, as well as improve the quality and competitiveness of the R&I being carried out. The UOC is interested in candidates who can contribute to diversity and equal opportunities in higher education through their research.
- ii. The program complements UOC grant programs for doctoral theses. Furthermore, this program also complements other programs offering pre-doctoral and postdoctoral research fellowships and contracts, such as those of the Spanish Ministry of Education and Science and of the Generalitat of Catalunya, with the added incentive that they are designed in consideration of the diversity and potential of the various existing research groups within our university.
- iii. The awarding of these grants will be carried out in function of certain indicators demonstrating the scope and productivity of the various research areas of the UOC.
- iv. The program will be carried out by means of a single annual call.
- v. Within the framework of the HR Excellence in Research award, the UOC applies a policy of open, transparent and merit-based recruitment (OTM-R). The general goal of the UOC's selection policy is to guarantee the best match between the person and the vacancy to be filled.
- vi. This program is financed by the Fundació per a la Universitat Oberta de Catalunya (Foundation for the Universitat Oberta de Catalunya, FUOC).

1. Aim of the call for applications

The aim of the scholarship programme is to promote stays in the Universitat Oberta de Catalunya for teaching and research doctors in any of the fields of work in the University, as well as the research centers. Up to six posts are being offered in the departments indicated in appendix I, for a period of three years.

The existence and scope of this aid will depend on the existence and availability of sufficient monetary resources for 3 years, renewable annually according to the evaluation procedure described in this scholarship programme.

2. Programme structure

The program of postdoctoral research fellowships is set out in the terms of Law 14/2011, for Science, Technology and Innovation.

In agreement with Article 22 of Law 14/2011, for Science, Technology and Innovation, the beneficiaries of the program will receive an employment contract providing access to the Spanish System of Science, Technology and Innovation, for the term of one year. The maximum length of the contract, including all prorogues, will be three years. Extension will be conditional upon presentation of the application one month before the end of the first year, together with a report on the research carried out, the results obtained and the work plan for the following year. This request must contain an approval granted by the researcher in charge of the research group the candidate has joined.

Contract renewal will require a favourable report from the Research and Innovation Commission, which will evaluate the fulfillment of the research objectives as agreed upon by the beneficiary of the grant, and in the time period foreseen.

Obtaining the stay and developing the contract will not imply any obligation on the part of the University to subsequently incorporate the beneficiary as a member of the teaching staff of the UOC.

3. Nature and Conditions of the Grants

The status of research personnel with a postdoctoral contract with the UOC is full-time, and is thus incompatible with other contractual and statutory commitments that may limit the exclusivity of the dedication to research as stipulated. However, the Research Commission has the authority to evaluate requests to take on teaching responsibilities (teaching courses, giving lectures, making presentations, and so on), as well as R&I activity or R&I contracted activity, associated directly with the research activity being carried out by the postdoctoral researcher. These activities cannot exceed 100 hours a year.

In case this teaching activity or the collaborative and contractual R&I activity involves economic compensation, its total cannot exceed more than 30% of the annual gross total of the contract.

If the teaching activity is done at the UOC, the postdoctoral researcher carrying it out will not receive economic compensation over and beyond the total of the economic grant indicated in the contract.

The postdoctoral research personnel will ascribe your application to a research group in the departments listed in annex I, identifying a researcher responsible for the stay who will offer support and provide the necessary resources to develop the project presented. Likewise, the researcher in charge will identify the framework for the project during the stay.

The postdoctoral research fellow will carry out the research activity in the UOC building corresponding to the given area of R&I.



The postdoctoral contract will begin on June 3, 2019, and all beneficiaries will be required to begin their work at the research centre on June 3rd.

In order to be able to activate the postdoctoral contract all benefiting personnel are required to send the following documentation to the UOC Human Resources Department on May 26, 2019: a certificate of residence in the State of Spain; an up to date DNI/NIE (official ID number); a social security number; a bank account number; an officialised photocopy of the official doctoral degree; and, in the case of non-EU foreigners, the work permit allowing for the employment contract. In case any of the beneficiaries is missing any part of this documentation on May 26. The Research and Innovation Committee reserves the right to consider a candidate's entry after the stipulated date, provided that the reasons are duly justified.

The beneficiary will expressly authorize the UOC to make appropriate use of the reports and documents presented to request the grant or justify the task carried out, excluding their publication, in order to carry out any corresponding administrative task to be done with those people or organizations in a position to totally or partially finance the grant awarded.

4. Requirements

The beneficiary of this program may be any researcher who has obtained a doctoral degree after January 1, 2012, and before the deadline for submitting applications. Beneficiaries may include those who have obtained their doctoral degree after January 1, 2010, only if before the period of acceptance of the grant it can be demonstrated that the researcher in question has been on maternity leave, has been responsible for children under the age of six, or has been taking care of individuals with special needs of a physical, psychological or sensorial nature, or of a person or persons over the age of sixty-five years old, dependent upon the beneficiary and requiring special care.

Individuals with a doctoral degree from the UOC may also be beneficiaries of these grants if they fulfill the previously indicated requirements and are able to demonstrate they have had a postdoctoral fellowship at other universities or research centres for a period of at least two years.

Under no circumstances will the beneficiaries have been hired either under a labour or commercial contract by the UOC in the two years immediately preceding the date of publication of this scholarship programme.

5. Rights of Hired Research Personnel

- The right to obtain from the UOC all necessary support in the pursuit of the research activity.
- The right to use all UOC services and to participate in any of its activities, in line with internal regulations.
- The right to respond to UOC calls offering internal aid.



- Exercise the intellectual property rights deriving from their own research training activities, depending on their contribution, as established by the revised text of the Intellectual Property Act approved by Royal Legislative Decree 1/1996 of 12 April 1996, amended by Royal Decree 2/2018, of 13 April 2018.
- Receive the funding described in the "Provision and Method of Payment" section of this document.
- The right to renew the benefits of the contract in case it is interrupted for reasons of force majeure, as long as budgetary allowances so permit.
- The right to carry out activity in teaching, collaborative or hired R&I activity, always with previous approval of the Research and Innovation Commission, and in agreement with the requirements stipulated in this call.
- Make research visits to other centres. In each case, the Research and Innovation Commission will decide the appropriateness of other fellowships, and whether they imply the temporary suspension of the contract, with the corresponding pause in its economic compensation.
- In the case of maternity leave or leave for fostering or adoption (whether pre- or permanent adoption of children under the age of six), be entitled to the legally established benefits.
- Both during the period of interruption of the contract and during its renewal, 100% of the corresponding economic grant will be upheld. The period of renewal of the approved interruption cannot be prolonged for more than sixteen weeks beyond the end date of the hiring period.
- The working week is calculated as full time and consists of 38.5 hours. This is in agreement with the Regulatory Norm of the procedure regulating the hiring of postdoctoral researchers on the part of the UOC.

6. Responsibilities of Hired Research Personnel

- The responsibility to request, if necessary and in function to the nationality of the beneficiary, the corresponding work permits allowing for employment in the terms set out by current legislation and in line with the calendar established in Section 3 of this call.
- The responsibility to carry out the research in line with the criteria set out by the Research and Innovation Commission and the coordinator of the research group, or of the UOC researcher adhered to.
- The responsibility to carry out habitual research in the research headquarters of the UOC, without limiting temporary stays in other institutions of higher education or research centres in carrying out this activity, along with travel involved in field research, and in the promotion of said research.
- The responsibility to clearly set out the corresponding affiliation with the University in the written documents derived from the research carried out, with the phrase "With the support of a UOC postdoctoral fellowship".
- The responsibility to attend and participate in research seminars, workshops and other activities organized by the UOC for research personnel, as well as initiatives organized by or made possible by the UOC, with the goal of improving researchers' education or promoting their integration into the university community within the host country.



- The responsibility to integrate into the academic community of the UOC university community in general, and to participate in the spirit of academic collaboration.
- The responsibility to communicate to the UOC the reception of any other grant or similar aid obtained, as well as any interruption of activity caused by force majeure.
- The responsibility to accept the aid the UOC might obtain from other individuals or organizations, so as to totally or partially substitute the grant awarded, as long as this substitution does not represent an economic loss to the beneficiary.
- The responsibility to request permission from the Research and Innovation Commission to carry out research stages in other centres.
- Incorporating the data of their scientific activity into the GIR and, as permitted by the restrictions of intellectual property rights, depositing it in the O2.
- Holding the ORCID (*open researcher and contributor ID*)
- Notify the management of maternity leave or leave to adopt or foster children under the age of six.
- Accept any obligations incumbent upon him/her as a result of being covered by the Social Security system.
- The responsibility to adhere to the internal regulations of the UOC, especially those related to labour conditions and norms related to work safety.
- Adopt an attitude and conduct commensurate with the values of a culture of peace and democracy.
- Respect the ethical implications of the research activity being carried out.
- Comply with the Regulations of rights and duties of the UOC, electronic mail usage policy, ethical code, the organization and functioning regulations, as well as all rules and regulations approved and applicable during their stay at the UOC.
- Adhere to the conditions and obligations set forth in this document.

In case of failure to fulfill these responsibilities, the UOC Research and Innovation Commission reserves the right to revoke the postdoctoral fellowship.

7. Documentation to be presented

The period of presentation of solicitudes and of the required accompanying documentation will be from February 11 to March 10, 2019.

Candidates are required to fill in the grant form and, once signed, to send it in digital format to the following email address: preaward_osrt@uoc.edu. The following documents must be attached with the email solicitude:

- Identity card or passport.
- Curriculum Vitae.
- Summary of 4 most important research achievements.
- A copy of the official doctoral degree.
- A brief report on the research project to be carried out.
- Letter of acceptance from a research group from one of the faculties or centres listed in Annex I. It must identify the researcher responsible (mentor) and explain how the candidate will fit in with the group.
- A letter of reference

- Those with contracts regulated by Spanish law need to present the certificate with their working history issued by the Spanish Ministry of Employment and Social Security.

The solicitude will be considered complete once the candidate receives the mailed confirmation of the accepted request.

8. Selection

The candidates will be selected by the Research and Innovation Committee. In assessing the applications, the Committee will take into account the following criteria:

- **55%** of the total assessment score (**55 points**) is based on the applicant's scientific achievements and research experience.

- Up to a maximum of **10 points** for international experience in research at postdoctoral level in the last 4 years. The highest score will be given if the applicant has spent at least 6 months in international research centres of recognized standing and 5 points if the periods spent by the applicant total between 3 and 6 months. This must be listed in a single section of the CV.
- Up to a maximum of **20 points** for published scientific output. Specifically, only the following publications published in the last four years will be assessed: original articles, reviews and proceedings papers indexed in ISI and/or Scopus, book chapters and books published with publishers that appear in SPI-Scholarly Publishers Indicators and/or ISI Master Book List, and conference papers. The order of authorship will be taken into account. The highest score will be given to those applicants who have a minimum of five significant publications (excluding conference papers).
- Up to a maximum of **25 points** for the 4 scientific achievements the candidate decides to highlight. A brief, qualitative explanation must be given, using the template provided, highlighting their importance in their career and their scientific and social impact, as well as how they fit with the project proposed to the UOC. These examples may include, among other things, preprints, training given, contributions to consortia, scientific dissemination, patents, key databases or software.

The journal's impact factor should not be included for articles or publications. Citations or other metrics can be given, but they are not indispensable.

- **25% (25 points)** corresponds to the rating of the project report and its degree of match with the research group and the UOC.



- Up to a maximum of **20 points** based on the proposal's scientific and technical quality and the extent to which it aligns with the University's strategic lines of research. The proposals should address one of the UOC's subject areas and one of its research groups.
 - Up to a maximum of **5 points** depending on the candidate's fit (and that of their project) with the research group, and the feedback there may be between the postdoctoral candidate, the research group and the University.
- **20% (20 points)** is based on assessment of the host research group's mentor.
- **10 points**, if they have an active sexennial (six-year review) or equivalent status (ICREA, ERC, accredited and recognized international excellence). If they do not have an active sexennial, the score will be 0 points.
 - Up to a maximum of **5 points** for societal impact in terms of training researchers, taking into account the number of theses they have supervised that have been defended in the last 10 years.
 - Up to a maximum of **5 points** for being awarded funding in **competitive calls for proposals** – specifically, the number of UOC projects being awarded funding in competitive calls for proposals where the mentor is the principal investigator or leading a work package for an international project (such as Erasmus+ or H2020).

The resolution of the selection of candidates considered for a grant will be made public from April 8, 2019. The notification will be done by means of an email sent to the email address indicated on the solicitude, and with the publication of the resolution on the UOC Research web. In a maximum of ten days after the resolution the beneficiary must proceed to formally accept the grant by means of a standardized document and the presentation of the corresponding documentation.

If those benefiting from the grant have not presented their acceptance documentation during the prescribed period as indicated in the previous section, it will be understood that they have renounced the grant.

9. Grant amount and form of payment

Awarding of the grant implies the formalization of a postdoctoral employment contract of one year, for a total of up to 30,000 Euros gross a year, taxable according to current legislation. The quantity will be paid in twelve monthly instalments by means of a bank transfer to the bank account provided by the beneficiary.

The beneficiary will benefit from all labour rights and those related to Social Security as derived from the contract signed with the FUOC.

10. Formalization of the contract

To formalize the contract, the beneficiary will present the following documents to the Human Resources Department of the UOC, at least 7 working days before the planned date of incorporation:

- A copy of your ID card (DNI/NIE)
- A copy of the official doctoral degree.
- A photocopy of the Social Security number (If they do not have this number, it must be requested from any office of the General Treasury of the Social Security).
- Bank details
- In the case of non-EU foreigners, the work permit allowing for the employment contract. People who do not have this document can contact the Research and Transfer Support Office (OSRT) via the following e-mail address: preaward_osrt@uoc.edu for information regarding the procedure and documentation needed.

11. Revocation of the Contract

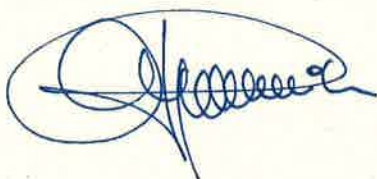
The inability to fulfill any of the obligations set out in Point 6 of this call could bring about the revocation of the employment contract.

12. Data protection

All data supplied by the candidates will be archived in a file of the Universitat Oberta de Catalunya, with the goal of managing the process leading to the granting of these fellowships.

In accord with what is set out in Constitutional Law 15/1999, from December 13, concerning personal data protection, all persons interested can exercise their right to access, rectify and cancel their data before the General Secretary of the Universitat Oberta de Catalunya.

Barcelona, January 28, 2019



Marta Aymerich

The President



Mireia Riera

The Secretary

Appendix 1. Departments and Centres

- Arts and Humanities Studies
- Information Sciences and Communication Studies
- Health Sciences Studies
- Law and Political Science Studies
- Psychology and Education Sciences Studies
- Economics and Business Studies
- Computing, Multimedia and Telecommunications Studies
- eLearn Center
- eHealth Center
- Internet Interdisciplinary Institute



NOTE: You can consult the research staff assigned to the UOC research and different research groups on the [UOC's Research, Innovation and Transfer website](#).