



Call for postdoctoral research stays at the UOC's research centres and faculties. 2020

At its meeting held on 15 January 2020, the Research and Innovation Committee approved the 2020 call for postdoctoral research stays in accordance with the following rules:

- i. The goal of the UOC 2020 postdoctoral research stays is to recruit new doctoral research staff within the UOC's research groups. With the new staff, it would be possible to increase the number of members of the UOC's research groups and improve the quality of the R&I that these groups perform. The UOC is interested in candidates who can contribute to diversity and fair opportunities in higher education through their research.
- ii. The programme complements the UOC's grant programmes for performing doctoral theses. Thus, the programme joins other predoctoral and postdoctoral research stays and contracts, such as those awarded by the Ministry of Education, Culture and Sport and the Government of Catalonia, with the added value that their design takes into account the diversity and potential of the UOC's different research groups.
- iii. The grants are distributed in accordance with certain indicators that show the dimensions and productivities of the UOC's different areas.
- iv. The programme is implemented by means of a single annual call.
- v. Within the framework of the HR Excellence in Research seal, 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 programme is funded by the Fundació per a la Universitat Oberta de Catalunya (FUOC).

1. Purpose of the call

The purpose of this call is to support stays at the Universitat Oberta de Catalunya by doctoral teaching and research staff in any of the fields of work of the University faculties and research centres.

A total of four [5] placements are offered in the call, in the two [2] options described below:

a) a minimum of three [4] placements to join one of the research groups affiliated with the faculties and centres listed in Appendix I, for a maximum period of three years. A complete list of research groups affiliated with the UOC's faculties is given [here](#).

b) up to one [1] interdisciplinary postdoctoral placement, for a maximum period of three years. For the purposes of this call, it is considered that a research project is interdisciplinary when the knowledge and methods of different disciplines are integrated by means of a true synthesis (combination) of approaches. A research



project is not interdisciplinary but multidisciplinary when researchers from different disciplines bring their disciplinary knowledge to the project, but without combining methods and approaches.

No candidate can apply for both options of this call; they must expressly state on the application which of the two options they are applying for.

This call for postdoctoral stays will be conditional upon the existence of sufficient budget availability during all three years, renewable each year, in accordance with the assessment procedure described in this call.

The different rules of this call are applicable interchangeably to both of the options described above, unless expressly stated otherwise.

2. Programme structure

The postdoctoral research stays programme is based on Law 14/2011, of 1 June, on the science, technology and innovation.

Pursuant to Article 22 of the above-stated Law 14/2011, the programme's beneficiaries must have an employment contract providing access to the Spanish science, technology and innovation system, with a minimum duration of one year. The contract's maximum duration, including its renewals, is three years. Extension is conditional upon presentation of the application one month before the end of the first year, together with a report on the research project carried out, the results obtained and the work plan for the following year. This application must be endorsed by the lead researcher of the research group that the candidate has joined.

Renewal of the contract is conditional upon a favourable report issued by the Research and Innovation Committee, which must evaluate attainment of research goals undertaken by the grant beneficiary, and which must be attained within the specified time.

Award of the stay and signature of the contract do not give rise to any obligation on the part of the University to subsequently recruit the beneficiary as a member of the UOC's teaching and research staff.

3. Nature and terms of the grants

The research staff employed by the UOC under a postdoctoral contract are expected to work full-time. Therefore, the appointment is incompatible with any contractual or statutory relationship that may prevent full-time dedication to research. However, the Research and Innovation Committee may consider applications for teaching activity (giving courses, lectures, talks, etc) or collaborative or contract R&I activities that are directly associated with the research activity carried out by the postdoctoral research staff. Such activities may not exceed 100 hours a year.

In the event that the teaching activities and the collaborative and contract R&I activities are remunerated, such remuneration may not exceed, in total, 30% of the annual gross amount of the contract.



If the teaching activity is carried out at the UOC, the postdoctoral research staff performing it cannot receive any remuneration additional to the amount of the grant awarded under the contract.

The postdoctoral research staff applying for option A must send the application to a research group in one of the faculties or centres listed in Appendix I, and identify a mentor, who undertakes to provide support and the necessary resources for undertaking the project submitted. Furthermore, the lead researcher will identify the project within which the stay will be performed. Those candidates who are applying for option B must identify two mentors specialized in different fields or areas of knowledge (see Section 4 of this call).

The postdoctoral research staff will carry out the research activity at the UOC building allocated for R&I activity, or jointly with the person who is directly responsible for the group or faculty.

The postdoctoral contract will become effective on 1 June 2020. All of the grant beneficiaries will report to the research centre between 1 June 2020 and 1 September 2020. In the case of beneficiaries who need to obtain a residence and work permit, they may report to the research centre by 15 December 2020 at the very latest.

The UOC reserves the right to allocate the selected candidate's placement to candidates on the reserve list if the selected candidate is unable to join the centre within the period stated in the previous paragraph.

Candidates who already have a residence and work permit at the time of being awarded the postdoctoral stay must send the following documentation before 15 May 2020 to Personnel via email to the address personas@uoc.edu, specifying as subject "Postdoctoral stay documentation": a municipal registration certificate issued in Spain, national identity document (DNI)/foreigner identification number (NIE), Social Security number, number of a bank account in Spain.

Candidates who do not yet have a residence and work permit must send the same documentation described in the previous paragraph as soon as they have it.

Grant beneficiaries expressly authorize the UOC to make such use that it considers appropriate of the reports submitted when applying for the grant or justifying the work performed – excluding publication from such use – in order to perform such procedures as may be appropriate with people or organizations who may finance all or part of the grant awarded.

4. Conditions

Eligibility for this programme includes research staff who have obtained their doctoral degree after 1 January 2013 and before the date on which the period for submitting applications expires, or after 1 January 2011 if, before expiry of the period for accepting the grant, the beneficiary can substantiate that she was on maternity leave or was looking after children aged under 6 or people suffering from a physical, mental or sensory disability or people over 65 who depended on the beneficiary and needed special care.



People who received their doctoral degree at the UOC can also receive a grant if they meet the conditions set forth in the previous paragraph and furnish proof of having performed a postdoctoral stay at other universities or research centres for a minimum period of two years.

Those who have been in the UOC's employ for any period of time in the two years immediately prior to the date of publication of this call will not be eligible.

The candidates for the interdisciplinary postdoctoral placement will have to prove the proposal's interdisciplinarity in the project report, taking into account the definition described in this call's first section. They will also have to furnish two endorsement letters from two mentors from different disciplines in the UOC. (The accepted disciplines are listed in Appendix II.)

Candidates who attain a **minimum of two points** when the following criteria are added together (provided that the first criterion is rated with at least one point) can apply for this option:

- Interdisciplinarity of the project/proposal (0-2 points, **minimum one point**):

Areas and fields with which the submitted project/proposal is associated (according to the list provided, which corresponds to the fields and areas of the AQU Catalunya accreditations and which can be found in Appendix II).

One point will be given if the project or proposal is associated to two different fields within the same area, two points in the case of two different areas, and no points in the other cases.

If a research project can be classified in more than two fields or areas, the score will be limited to the maximum that can be obtained for two fields or areas.

- Interdisciplinarity of the research groups to which the mentors belong (0-2 points):

One point will be given if the mentors belong to two different research groups. A further half point will be given if the two groups are from different fields and another half point if the two groups are from different areas.

Candidates who have applied for this interdisciplinary postdoctoral stay option and have not obtained the minimum of 2 points that accredits their project's interdisciplinarity will be automatically excluded from this call.

In order to be eligible for the interdisciplinary postdoctoral stays option, candidates will also have to obtain a minimum of 80 points in the assessment (you will find more information about the assessment process in Section 8 of this call). If none of the assessed applications achieves this score, the placement will be declared void and it will be given to the person with the fourth highest score in the postdoctoral stays option for joining a single research group.



5. Rights of contracted research staff

Contracted research staff have the following rights:

- Obtain the necessary support so that their project will be assessed favourably by the UOC's Ethics Board.
- Obtain the necessary support from the UOC to develop the research activity.
- Use the UOC's services and take part in the activities that are organized in accordance with the internal regulations.
- Take part in the UOC's internal grant calls.
- Exercise the intellectual property rights arising from the research training activity, to the extent corresponding to their respective contribution, as provided in the consolidated text of the Law on intellectual property, enacted by Legislative Royal Decree 1/1996, of 12 April, and amended by Royal Decree-Law 2/2018, of 13 April 2018.
- Receive the grant described in the section entitled "Endowment and form of payment" of this call.
- Provided that budget availability allows, resume the contract's term in the cases of suspensions caused by force majeure.
- Perform teaching support activities, collaborative R&I activities or contract R&I activities, with the Research and Innovation Committee's prior authorization and in accordance with the conditions set forth in this call.
- Perform research stays in other centres. The Research and Innovation Committee will decide the stays' desirability in each case and whether or not they will require temporary suspension of the contract, with the corresponding suspension of the grant payment.
- In the event of suspension of the stay due to maternity, adoption or foster care (pre-adoption or permanent, of children aged under 6), receive the benefits provided in law for such cases.
- Both during the period of suspension and at the time of resumption, the beneficiary will retain entitlement to 100% of the corresponding grant. The period of resumption of the stay after an authorized suspension cannot exceed 16 weeks after expiry of the contract.
- Working hours are full-time, 38.5 hours a week, as provided in the Regulations governing the procedure for contracting postdoctoral research staff by the UOC.

6. Duties of contracted research staff

Contracted research staff have the following duties:

- If applicable and depending on the beneficiary's nationality, apply for the appropriate permits that will allow the beneficiary's recruitment and employment in the terms set forth in current legislation and the timeline outlined in Section 3 of this call.
- Perform the research activities in accordance with the criteria established by the Research and Innovation Committee and the researcher or coordinator of the UOC research group with which the research staff will be working.
- Perform the habitual research activity at the UOC's research centre, without prejudice to temporary stays that, as required for performance of this activity, may be performed at other higher education institutions or research centres, and the trips that may be made for field work or to disseminate the research project.



- In any written output derived from the project, include the person's affiliation with the University and the statement "With the support of a UOC postdoctoral stay".
- Attend and take part in the research seminars, workshops and other activities organized by the UOC for research staff, and also in the initiatives organized or provided by the UOC to improve the level of training or to foster integration in the university community and the host country.
- Integrate in the UOC's scientific community, in general, and take part in it with a spirit of scientific collaboration.
- Notify the UOC of any other similar grant or support received and any suspension caused by force majeure.
- Accept the grants that may be obtained by the UOC from other individuals or organizations to replace all or part of the grant awarded, provided that such replacement is not to the beneficiary's financial disadvantage.
- Ask for the Research and Innovation Committee's approval to perform research stays in other centres.
- Include the data concerning their scientific output in the GIR and, insofar as any intellectual property restrictions may allow, include this activity in the O2.
- Have their ORCID identifier (open researcher and contributor ID).
- Notify suspensions due to maternity, adoption or foster care of children aged under 6.
- Accept the obligations arising from inclusion in the general Social Security scheme.
- Abide by the UOC's by-laws, in particular those concerning work conditions and occupational health and safety.
- Show attitudes and conducts that are consistent with the values of a culture that fosters peace and democratic values.
- Take into account the ethical implications of the research activity performed.
- Comply with the UOC's Rules on rights and duties, the Policy regarding use of email, the Code of Ethics, the Organizational and Operational Regulations, and all other regulations that may be approved and become applicable during the stay at the UOC.
- Abide by the conditions and obligations set forth in this call.

Should the beneficiary fail to comply with any of these duties, the Research Committee Research and Innovation will have the power to rescind the postdoctoral placement.

7. Documentation to be submitted

The period for submitting applications and the required documentation runs from 3 February 2020 to 1 March 2020.

Applicants must fill in the grant application form, sign it, and then send it in digital format to the email address preaward_ari@uoc.edu, writing as the message's subject: SOL_POSTDOC_2020 - CandidateName. The following documents must be attached to the application in electronic format:

- ID card (DNI) or passport.
- CV.



- A summary of the international experience undertaken in the last 4 years (use the template attached to these rules).
- A summary of four of the most significant research milestones (use the template attached to these rules).
- A copy of the official doctoral degree certificate.
- A brief report concerning the project that it is wished to develop.
- The UOC mentor's justification of the candidate's fit in the research group.
- A letter of acceptance by a research group affiliated with one of the faculties or centres listed in Appendix I, identifying the member of the University's teaching and research staff who is responsible for the stay. In the case of a postdoctoral interdisciplinary placement, two letters of acceptance must be attached, one for each mentor, each one from different disciplines, to accredit the interdisciplinarity of the proposal to be developed (see Section 4 of this call).
- Letter of reference.
- In the case of people who have been contracted in accordance with Spanish legislation, a certificate of employment history issued by the Ministry of Work, Migrations and Social Security.

The application is considered completed once the message confirming receipt of the application has been received.

8. Selection

The Research and Innovation Committee will assess the applications, taking into account the following criteria:

- **55%** of the total assessment (**55 points**) will be based on the applicant's scientific achievements and research experience.
 - Up to a maximum of **10 points** will be given for international research experience 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. The assessment will be based on the template provided for specifying this experience.
 - Up to a maximum of **20 points** will be given for published scientific output. Specifically, only the following publications published in the last four years will be assessed: original articles, review papers and proceedings indexed in ISI or Scopus, and book chapters and books published with publishers listed in SPI-Scholarly Publishers Indicators and/or ISI Master Book List, and also conference papers. The order of authorship will be taken into account in scientific contributions. Thus, the highest score will be given to those



applicants who have a minimum of 5 relevant publications (excluding conference papers).

- Up to a maximum of **25 points** will be given for the 4 scientific milestones submitted by the candidate. A brief, qualitative explanation must be given, highlighting their importance in the applicant's research career and also citing their scientific and social impact, as well as their match with the project proposed to the UOC. These scientific milestones may include, among others, preprints, training given, contribution to consortia, scientific dissemination, patents, key databases, software, etc.

The journal's impact factor is not required in the case of publications presented as scientific milestones. Paper 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** will be given 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 subject areas of the UOC as well as of one of its research groups.
- Up to a maximum of **5 points** will be given 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)** of the assessment is performed by the mentor from the host research group, in accordance with the following criteria:

- **10 points** will be given for applicants with an active six-year research period (sexennial) in progress or an equivalent condition (Catalan Institution for Research and Advanced Studies, ICREA; European Research Council, ERC; accredited and recognized international excellence). If the applicant does not have an active sexennial, the score will be 0 points.
- Up to a maximum of **5 points** will be given for societal impact, taking into account the number of defended thesis supervisions in the last 10 years.
- Up to a maximum of **5 points** will be given for obtaining projects in **competitive calls**. UOC projects are taken into account only when the applicant is a member researcher or principal investigator or the applicant leads an international project's work package (such as Erasmus+ or Horizon 2020).



In the case of the interdisciplinary postdoctoral stay option, the final score will be calculated as follows:

- 70%, in accordance with the criteria listed in this section of the call. This is the score that will be considered when determining the minimum threshold of 80 points stipulated in Section 4 of this call.
- 30%, in accordance with the assessment criteria for determining the proposal's interdisciplinarity, as specified in Section 4 of this call.

Upon request, candidates will be notified the total score obtained for each of the assessment criteria. The request should be sent by email during the period for appeals, to the address preaward_ari@uoc.edu, writing as the message's subject: Valoració_PostDoc_candidatename.

9. Decision and period for appeals

The provisional selection of the candidates approved for the grant will be published on 3 April 2020. Notification will be made by means of an email sent to the address given in the application and publication of the provisional selection on the UOC's research website. All candidates will then have a period for appeals starting from this date and until 13 April. Appeals should be sent to the Research and Innovation Committee, as a formal letter, to the following address: preaward_ari@uoc.edu.

The Research and Innovation Committee undertakes to decide on the appeals received and publish the final selection on 17 April 2020.

The beneficiary must formally accept the grant within a maximum period of 10 days after the final decision by signing a standardized document and submitting the corresponding documentation.

Any beneficiary who does not submit the acceptance document within the period stated in the previous paragraph will be considered to have waived the grant.

10. Endowment and form of payment

The awarding of the grant entails the formalization of a one-year postdoctoral employment contract for the sum of up to 30,000 euros a year gross, from which the withholdings set out by current legislation will be made. The amount is paid in twelve monthly payments by bank transfer to the bank account given by the beneficiary.

The beneficiary is entitled to the labour and Social Security rights arising from the contract signed with the FUOC.

11. Formalizing the contract



In order to formalize the contract, beneficiaries must furnish the following documents to UOC Personnel at least 7 working days before the planned joining date:

- A copy of the national identity document (DNI)/foreigner identification number (NIE).
- A photocopy of the official doctoral degree certificate.
- A photocopy of the Social Security number (if the beneficiary does not have this number, it can be requested at any branch of the Social Security General Treasury).
- The beneficiary's bank details.
- In the case of non-EU foreigners, the work permit that authorizes contracting for work. Anyone who does not have this document can contact the Knowledge Transfer and Research Support Office at the email address preaward_ari@uoc.edu, where they will be provided information and support about the procedure and the documentation they will need.

12. Rescission of the contract

Non-performance of any of the obligations specified in Section 6 of this call may give rise to rescission of the employment contract.

13. Data protection

This call for postdoctoral research stays at the UOC's research centres and faculties is governed by the Universitat Oberta de Catalunya's [confidentiality and personal data protection policy](#).

Pursuant to Organic Law 3/2018, of 5 December, on the protection of personal data and guarantee of digital rights, and Article 13 of Regulation (EU) 2016/679 of the European Parliament and of the Council, of 27 April 2016, on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter "GDPR"), candidates are informed as follows:

Data controller:

Fundació per a la Universitat Oberta de Catalunya
Avinguda del Tibidabo, 39-43, Barcelona

The contact details of the data protection officer for queries, complaints, the exercise of rights and comments related to data protection is: dpd@uoc.edu

Purpose of the processing:

Postdoctoral research stays at the UOC's research centres and faculties.

Publish the candidates' personal identification number on the UOC E-Services Portal's noticeboard for the purpose of publishing the results of the award.

Storage period:

The data will be kept for the time required to manage the grant call.



Lawful basis for processing:

The data subject's consent.

Recipients of assignments or international transfers:

No assignments are planned.

No international data transfers are planned.

Rights of the data subjects:

Data subjects can exercise their rights of data access, rectification, erasure and portability, restriction or objection to their processing, by sending a written request to the email address fuoc_pd@uoc.edu

Data subjects may submit a claim to a supervisory authority, specifically in the Member State in which they have their normal place of residence or place of work or in which the alleged breach took place, if they consider that the processing of personal data breaches the GDPR.

The supervisory authority in Catalonia is the [APDCAT](#).

Barcelona, 15 January 2020

A handwritten signature in blue ink, appearing to be 'Marta Aymerich Martínez'.

Marta Aymerich Martínez
President

A handwritten signature in blue ink, appearing to be 'Mireia Riera Duran'.

Mireia Riera Duran
Secretary



Appendix I. Faculties and centres

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



NOTE: you can consult the research staff associated with the UOC's faculties and research groups on the [UOC's research, innovation and transfer website](#).



Appendix II. AQU Catalunya areas and fields

Area	Field
Humanities	Philology
	History and Art
	Philosophy
Social sciences	Political Science and Sociology
	Law
	Communication and Information Science
	Economics and Business
	Education
	Psychology
	Geography
Sciences	Physics
	Geology
	Mathematics
	Chemistry
Life Sciences	Cellular and Molecular Biology
	Organisms and Systems
Medical and Health Sciences	Biomedicine
	Medicine
	Veterinary Medicine
Engineering and Architecture	Architecture
	Information and Communication Technologies
	Industrial Technologies
	Agricultural Engineering
	Civil Engineering