

Call Text

The CNIC International Incoming Fellowships for Young Group Leaders Programme aims to increase the mobility within Europe of experienced researchers in the cardiovascular research area. The programme has been designed to support transnational mobility of researchers and to broaden and deepen their individual competence, particularly in terms of acquisition of complementary skills needed to attain or strengthen a senior independent position in biomedical research.

ELIGIBILITY

To be eligible, candidates must:

- Hold a PhD or MD degree.
- Demonstrate a minimum of three years' postdoctoral experience in centres of international reference preceding the deadline for submission of proposals.
- Meet the following transnational mobility condition: candidates must not have resided or carried out their main activity in Spain for more than twelve months in the three years immediately preceding the deadline for submission of proposals.

GENERAL CONDITIONS

Number of fellowships

The programme offers fellowships for experienced researchers at two career stages depending on experience and profile: Starting Fellowships and Advanced Fellowships. In the present call a maximum of six fellowships will be awarded: four Starting Fellowships and two Advanced Fellowships.

Duration

All fellowships last three years. Fellowships will commence within two months of acceptance.

Living allowance

Selected fellows will be offered salaries on the internal salary scale at the CNIC, as shown below:

Fellowship Awarded	Annual Gross Salary	CNIC Salary Policy Position
Starting Fellowship	€54,904	Junior Researcher I
Advanced Fellowship	€79,346	Senior Researcher I
Advanced Fellowship	€95,399	Senior Researcher II

Advanced fellows will be offered either the Senior Researcher I or Senior Researcher II salary according to their experience.

Contribution to research and training

The CNIC will make annual contributions to research and training-related costs for selected fellows at the standard level received by other independent scientists at the Centre according to category. Quantities assigned will range from €30,000 to €200,000 in the first year, €30,000 to €200,000 in the second year and €30,000 to €60,000 in the third year, depending on the category of the fellowship.

Travel allowance

Each fellow will receive a travel allowance of €1500 per year.

Relocation allowance

The relocation allowance will include travel expenses, removal expenses and a compensation pack for general expenses.

Benefits

Benefits at the CNIC include: full social security cover; a flexible salary package (a personalized remuneration system permitting significant tax savings); life insurance for death or permanent disability; civil liability insurance; a work and family life balance plan; assistance with nursery care; language training programme (English and Spanish).

Technical conditions and infrastructure

The CNIC is a new centre housed in a splendid building inaugurated in 2006. The building has a total floor space of 23,000 m², has capacity to accommodate over 500 scientists, and is fitted with the latest generation of technological equipment.

The CNIC Technical Units are core support facilities providing key scientific services to the CNIC's research groups. The expert staff in the Technical Units not only provide research services, but are also sources of instruction and training. Technical Units include proteomics, genomics, cellomics, dynamic and quantitative microscopy, gene targeting, viral vectors, transgenesis and cell culture suites. The CNIC is currently investing in the creation of a new facility, within the Epidemiology, Atherothrombosis and Imaging Department, devoted to the latest multimode cardiovascular imaging techniques for precise anatomic and functional cardiovascular studies.

General and administrative support

Each researcher is assigned laboratory and office space according to his/her category. In addition to general administrative and logistics support, selected fellows will have direct support within their Departments through specialized Department Research Assistants and Department Managers.

Moreover, selected fellows, like all CNIC researchers, will be supported by the Centre's specialized scientific support services, which will facilitate their research and provide training. Scientific support services include a Projects Office, Technology Transfer Office, Scientific Training, Communication, Revision and Editing in English, Library and Scientific Documentation, and a Bio-security and Radiation Protection Department

Scientific-technical and complementary training

Recruited researchers will also have the possibility to participate in the large number of seminars and workshops that take place on a regular basis at the Centre, such as the weekly international seminar series, ad hoc scientific seminars, the CNIC internal seminar series, institutional retreats, and focused cardiovascular research workshops.

The CNIC makes major efforts to promote the development of researchers' complementary skills. To this end, a series of internal workshops and presentations are organised on a regular basis. These series of workshops focus on different areas related to research ethics and bioethics, writing of proposals/grant applications, research project management and technology transfer/patent applications.

HOW TO APPLY

Applications must be submitted online at www.cnic.es

First step

Candidates will apply to one or more of the five CNIC Research Departments:

- Cardiovascular Developmental and Repair Department (CDB)
- Vascular Biology and Inflammation Department (VBI)
- Epidemiology, Atherothrombosis and Imaging Department (EAI)
- Translational Cardiovascular Research Department (CTR)

Further information about the CNIC's Research Departments can be found in the *Guide For Applicants* published with this call and on our website (www.cnic.es).

The deadline for submission of applications is the **28 of June 2011 at 12.00 noon** Madrid Spanish time (Central European Time). Applications submitted after this deadline will not be considered.

The online application form covers all of the information necessary for the initial stages of the selection process and must be completed in full. A *curriculum vitae* must be attached and must include the following information:

- Academic qualifications
- Postdoctoral experience
- Experience as an independent researcher
- Grants and/or fellowships awarded
- Scientific management experience
- Mobility (stays in other centres)
- Career breaks
- Publications
- Other merits
- Contact information for 3 referees
- Ethical issues table (this table will be made available to candidates)

Incomplete applications will be considered ineligible.

Once the application is submitted an acknowledgement of receipt will be sent to the applicant. The acknowledgment of receipt will include a reference number that should be included in any further correspondence.

Second step

Candidates preselected during the First Stage Evaluation (see Selection Process) will be asked to write and present a project proposal, in collaboration with their prospective Department Director. This should include a career development plan for the fellow.

SELECTION PROCESS

Eligible applications will receive two sequential levels of selection.

First Stage Evaluation

An internal selection committee (First Stage Committee) will carry out the First Stage Evaluation. The criteria to be assessed at this stage and their specific weighting are detailed below:

First Stage Evaluation Criteria (100 points)	Starting Fellowship Weighting	Advanced Fellowship Weighting
Productivity: number and relevance of publications	max 60	max 40
Grants obtained and fellowships awarded	max 15	max 20
Potential or experience as an independent researcher	max 25	max 40

Each candidate will be evaluated for both categories of fellowship (Starting and Advanced). The maximum possible score is 100. A minimum score of 80 points will be required for a candidate to pass this evaluation stage. When a candidate obtains more than 80 points in both categories, he or she will be considered for an Advanced Fellowship in the next stage of evaluation.

Candidates may also be asked to attend for interview by the First Stage Committee during the evaluation process.

A maximum of three candidates for each available position will pass the First Stage Evaluation: that is, twelve for the Starting Fellowships and six for the Advanced Fellowships.

Unsuccessful candidates will be contacted and informed about the outcome of the First Stage Evaluation.

Preselected candidates will be given three weeks to write and submit a short project proposal (maximum 5 pages), in collaboration with their prospective Department Director. The sections that the project proposal should include are as follows:

- Title
- Abstract
- Objectives
- Methodology
- Completed Ethical Issues Table (blank table will be provided by the CNIC)
- Career Development plan for the fellow.

Project proposals will be excluded from the call if they do not meet the internationally recognised Code of Conduct for Researchers and fundamental ethical principles, including those reflected in the Charter of Fundamental Rights of the European Union, and Spanish law relating to biomedical research, personal data protection and bioethics

Selection

An external international selection committee will carry out the final step of the selection.

Each preselected candidature will be evaluated against the following criteria:

Selection Criteria (100 points)		Starting Fellowship Weighting	Advanced Fellowship Weighting
Candidate (60 points)	Excellence of candidate	max 35	max 30
	Potential and/or experience as independent researcher	max 25	max 30
Project Proposal (40 points)	Interest, originality	max 15	max 15
	Quality, feasibility	max 10	max 10
	Impact on the career development of the candidate	max 15	max 15

The maximum possible score is 100. A minimum score of 70 points will be required for a candidate to be selected.

The Selection Committee will decide on whether the category of fellowship suggested for each candidate by the First Stage Committee is appropriate. The top candidates (up to a maximum of four for Starting Fellowships and two for Advanced Fellowships) will be offered a fellowship and will be invited to sign an acceptance letter. Candidates who have not been awarded a fellowship but score above 70 will be placed on a reserve list. Candidates will be expected to start the fellowship within two months of acceptance.

Indicative Timetable

Publication of call	<i>3 May 2011</i>
Deadline for submission of proposals (FIRST STEP)	<i>28 June 2011</i>
Pre-selection of candidates	<i>Early October 2011</i>
Submission of project proposals by pre-selected candidates (SECOND STEP)	<i>31 October 2011</i>
Evaluation of projects and selection of candidates	<i>November 2011</i>
Notification to candidates	<i>December 2011</i>
Start date of fellowships	<i>January- March 2012</i>

More detailed information can be found in the Guide For Applicants published with this call and on our website (www.cnic.es).

Help Desk:

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telephone +34 91 453 1276

Other considerations

1. In accordance with the provisions of article 5 of Organic Law 15/1999 of 13 December on the Protection of Personal Data, we inform you that personal data collected as a consequence of the current session will be incorporated into an automated file called HR registered in the Spanish Agency of Data Protection under the ownership of the Foundation National Center for Cardiovascular Research CARLOS III, its purpose being to process your registration and participation in this notification/announcement, as well as to track your career and professional training by sending different corporative material of the Centre to the address you provided. There is no expectation of the transfer of personal data to any third party outside to the Center. Also, you may exercise your right to object to the treatment described, as well as the rights of access, rectification and deletion of information provided to the Centre by contacting the following address: National Center for Cardiovascular Research Carlos III (CNIC), Calle Melchor Fernández 3, (28049) Madrid.

The processing of your personal information as described in the previous section is necessary for the Centre to manage your registration in this training event, without which, the inscription will not be possible.

2. The ongoing development of this programme shall be subject to CNIC budget availability. If necessary, the CNIC may approve the temporary suspension or alteration of the contributions made to the programme.