

## Call Text

The CNIC International Postdoctoral Programme aims to increase the mobility within Europe of postdoctoral 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 become an independent group leader in the future

The CNIC supports equal opportunities regardless of gender, disability, race, sexual orientation, nationality or any other personal or social circumstances. Absolute confidentiality during the selection process is guaranteed.

### ELIGIBILITY

To be eligible, applicants must, at the time of the deadline for submission of their individual fellowship application, fulfill the following requirements:

- Candidates must hold a PhD Degree that must have been awarded no more than six years prior to the deadline for applications. Exceptions (maximum of three years) will be made for:
  1. Candidates with children. One additional year can be claimed per child (if the child is younger than a year only the number of months corresponding the age of the child will be granted).
  2. Documented career brakes.
- Candidates must have a minimum of one publication as first author in an international peer reviewed journal.
- Transnational mobility criterium: 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 present call offers EIGHT (8) fellowships.

#### Duration

Each fellowship will be awarded for a period of three years. Candidates will start within two months of the acceptance of the fellowship.

#### Living allowance

Salaries will be in accordance to the internal salary scales in force at the CNIC. Annual gross salary will be within in the scale 27.000 - 37.442,55 €. Fellows will be placed in the scale according to their previous experience.

### **Travel allowance**

Each fellow will receive a travel allowance of €1,500 per year.

### **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 m<sup>2</sup>, 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 source of instruction and training. Core support facilities (Technical Units) include proteomics, genomics, cellomics, dynamic and quantitative microscopy, gene targeting, viral vectors, transgenesis, bioinformatics and cell culture suites. Moreover, the CNIC counts also with a facility devoted to the latest multimode cardiovascular imaging techniques for precise anatomic and functional cardiovascular studies (Advanced Imaging Unit).

### **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 Groups through specialized Research Assistants and 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 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 a 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](http://www.cnic.es)

#### **Pre-selection**

Candidates will apply to 1, 2 or all of the three CNIC Research Areas:

- Vascular Pathophysiology
- Myocardial Pathophysiology
- Cell & Developmental Biology

Further information about the CNIC's research groups is available in the CNIC's website ([www.cnic.es](http://www.cnic.es)).

The deadline for submission of applications is the **23 of December 2015 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 (".doc" or ".pdf" formats) and must include the following information:

- Academic qualifications
- Postdoctoral experience
- Grants and/or fellowships awarded
- Scientific management experience
- Mobility (stays in other centres)
- Career breaks
- Publications
- Other merits
- Contact information for 3 referees

**Incomplete applications or applications submitted after this deadline will not be considered.**

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.

Pre-selected candidates will be asked to write and present a **project proposal**, in English, in collaboration with a Group Leader of their prospective Research Area.

A template and instructions for preparing the project proposal, including the Ethical issues table, can be found on our website ([www.cnice.es](http://www.cnice.es)).

References will be collected for pre-selected candidates.

### Selection

Candidates preselected will be then be invited to visit the CNIC and asked to present their proposal to the Selection Committee. Candidates will also be interviewed by the Selection Committee who will carry out the final step of the selection.

### SELECTION PROCESS

Eligible applications will receive two sequential levels of selection by a Selection Committee composed by seven prestigious scientist (three CNIC Senior Group Leaders and four international scientists, external to CNIC) chosen for their expertise on the different candidate profiles.

### Pre-selection

The Selection Committee will carry out the Pre-selection, and eligible applications will be ranked according to the following pre-selection criteria:

Pre-Selection Criteria Candidate's CV (55 points)	Weighting
Number and relevance of publications	0-30
Fellowships obtained under competitive calls	0-10
Participation in international meetings	0-10
Other merits (teaching, supervision, mobility and knowledge transfer)	0-5

Applicants reaching a minimum of 45 points will be pre-selected and asked to contact a Group Leader. They will be given three weeks to write and present a project proposal, in collaboration with the Group Leader.

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.

References will be collected for pre-selected candidates at this stage.

Unsuccessful candidates will be contacted and informed about the outcome of the Pre-selection

### Selection

The Selection Committee will carry out the final selection. All members of the Selection Committee will evaluate the project proposals, presentations, reference letters and interviews.

The criteria assessed at this step and their specific weighting are detailed below:

Evaluation of projects and oral interviews (45 points)		Weighting
Performance of candidate (20 points)	Project defence and basic scientific knowledge (presentation)	0-10
	Independence and motivation (interview)	0-10
Project Proposal (21 points)	Interest, originality	0-7
	Quality, feasibility	0-7
	Impact on the career development of the candidate	0-7
References (4 points)		0-4

Candidates will be ranked on the sum of their pre-selection (55 points) and project evaluation/oral interview scores (45 points). The maximum possible score will be 100. A minimum score of 80 points will be required for a candidate to be selected.

Candidates with applications that score the highest will be awarded fellowships. A maximum of nine postdoctoral fellowships will be awarded in this call. Candidates that have not been awarded a fellowship but score above 80 will be placed on a reserve list. Candidates on this list might be selected in the event that a higher ranked applicant withdraws.

In the case of equal scoring, applicants with a higher mean score from the external members of the Selection Committee will be selected. In the cases where the equal scoring persists, all Committee members will be asked to re-evaluate those proposals to decide which candidate should be finally selected.

### Redress Procedure

The redress procedure may be submitted by a candidate after the communication on his/her application ineligibility or upon reception of the feedback on the outcome of the evaluation, if she/he thinks that there has been a shortcoming in the way a proposal has been evaluated.

The redress procedure is not meant to call into question the scientific judgement made by the Pre-selection Committee nor the Selection Committee; it will look into procedural shortcomings and into factual errors. The request for redress will be raised within 20 days from receiving the related communication. A Redress Procedure Committee formed by three members (the Director of Scientific Management, the Director of Human Resources and the Head of Scientific Training) will examine all such complaints and does not itself evaluate the proposal. The Board may recommend the evaluation or the re-evaluation of the proposal. A reply will be sent to the complainants not later than one month after the deadline for redress request.

### Indicative Timetable

Publication of call	<i>3 November 2015</i>
Deadline for submission of proposals	<i>23 December 2015</i>
Eligibility check	<i>7 January 2016</i>
Pre-selection of candidates	<i>29 January 2016</i>
Selection of candidates	<i>4 March 2016</i>
Notification to candidates	<i>7- 15 March 2016</i>
Start date of fellowships	<i>May-June 2016</i>

More detailed information can be found in the **Guide for Applicants** published with this call and on our website ([www.cnic.es](http://www.cnic.es)).

**Help Desk:**

e-mail address [cnicipp@cnic.es](mailto:cnicipp@cnic.es)

telephone +34 91 453 1200 (Extension 4230)

**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, (28029) 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.

3. Regarding the Industrial Property Rights, the research personnel in training and those of the persons participating in CNIC training programmes or carrying out training stays at the CNIC will be governed by the norms published in the CNIC web site:

[http://www.cnic.es/en/formacion/propiedad\\_industrial.php](http://www.cnic.es/en/formacion/propiedad_industrial.php)

4. The "Code of Good Corporate Governance and Code of Ethics" of the CNIC must be followed by all participants of this programme.

[https://www.cnic.es/doc/transparencia/codigo\\_buen\\_gobierno\\_y\\_codigo\\_etico.pdf](https://www.cnic.es/doc/transparencia/codigo_buen_gobierno_y_codigo_etico.pdf)