



## PREDOCTORAL RESEARCHERS OFFICE

The CNIC has set up the Predoctoral Researchers' Office as the body for tracking and supporting the centre's group of Predoctoral Researchers. This Office was created with the objective of enabling the CNIC's Predoctoral Researchers to enjoy the same rights and prerogatives as the working staff, while safeguarding the differences between groups relating to their legal statute. These rights and prerogatives cover not only the benefits laid down in the occupational legislation (particularly as regards occupational health and safety, holidays, working days and hours, workers' privacy and dignity, lack of discrimination, meeting and association, etc), but also the applicable social benefits and all those human resource policy measures which contribute to a good working environment in accordance with the idea of excellence being pursued.

Predoctoral Researchers may, individually or collectively, present to the Office all the proposals, suggestions, reports, complaints or claims they consider appropriate to their situation in the CNIC. The Office will assign, according to the importance and nature of the matter raised, the person(s) charged with reporting on this and, where appropriate, resolving it. In the case of serious conflicts or matters which involve ethical connotations or inappropriate scientific conduct, this Office will notify and pass the conflict on to the CNIC's Research Committee, or to whoever this body decides.

Likewise, the Office will gather all the pertinent information in each case and will communicate the results of its steps and the proposed measures to the Predoctoral Researcher as soon as possible.

This Office will be made up of two permanent members, from the Scientific Management Department and the HR Department, and by another two members, who will hold these posts in a rotating manner, from one of the CNIC's Research Areas (group head and lab manager).

Permanent members of the Office:

### Human Resources Department

Antonio Ureña

E-mail [aurena@cnic.es](mailto:aurena@cnic.es)

### Scientific Management Department

Beatriz Ferreiro

E-mail [bferreiro@cnic.es](mailto:bferreiro@cnic.es)

Rotating members of the Office:

### Group Head (Myocardial Pathophysiology)

David Sancho

### Lab Manager

Sonia Rodríguez Gil