



This project has received funding from the European Union's  
H2020 research and innovation programme under Marie  
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## GUIDE FOR APPLICANTS

### IberusTalent doctoral programme

### 1<sup>st</sup> call for candidates for predoctoral fellowships

November 2018



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## IberusTalent predoctoral fellowship programme.

The IberusTalent Programme is an International Doctoral Programme promoted by the Campus of International Excellence (CIE) Campus Iberus that, will offer **36 positions to excellent pre-doctoral researchers** of any nationality to develop individual research projects in the fields of Agrofood and Nutrition or Health Technologies, at one of the four Recruiting Universities (U. La Rioja, U. Pública de Navarra, U. Zaragoza, U. Lleida) during a 36 months stay. The **first call for applicants** (2018 Call) will offer **19 positions**.

The Programme will recruit the Early Stage Researchers (ESR) through the **selection process** established in line with the *European Chapter for Researchers and the European Code of Conduct for the Recruitment of Researchers*. The fellowships are jointly funded by the recruiting universities and the European Commission through the Horizon 2020 Marie-Skłodowska-Curie Cofund Scheme (Grant Agreement 801586).

This guide aims to provide practical information to potential applicants on how to apply.

## 1. IberusTalent: Context

### 1.1 About Campus Iberus

**Campus of International Excellence (CEI) Campus Iberus** is the strategic alliance of four Spanish Universities located at the Ebro river valley – *Universidad de la Rioja, Universidad Pública de Navarra, Universidad de Zaragoza and Universidad de Lleida*.

The main objectives of CEI Campus Iberus is to achieve excellence and to become an international reference in research, education and innovation within its **thematic specialisations areas** based on *Universities' scientific and research capacities, smart regional specialisation strategies (RIS3) and international societal challenges: Agrofood and Nutrition, Energy and sustainability, Health Technologies and Social and Territorial Development*.

Campus Iberus strategy is based on the aggregation of research capacities, facilitating the interaction and cooperation of researchers from its four universities. Up to date, in the Agrofood and Nutrition and Health Technologies sector, according to the RIS3 strategies of its four regions, Campus Iberus has created several interregional clusters bringing together researchers, industry, public administration and other key actors, as interregional collaborative instruments, based on scientific leadership and excellence, in order to face joint research challenges.

The IberusTalent Programme is aimed to strengthen a favourable ecosystem within these areas by attracting and retaining excellent human research resources. The IberusTalent fellows will be provided with a wide spectrum of Agrofood and Nutrition, and Health-Tech domains to carry out individual research projects within an attractive and stimulating ecosystem.



The IberusTalent Programme will bring a total of 36 pre-doctoral researchers to develop a 36 month stay in two open calls to complete a doctoral programme in one of the four mentioned Universities belonging to Campus Iberus.

## 1.2 Research areas under IberusTalent Programme

The programme is the opportunity for ERS to develop their doctoral studies in a 36 month period contract in one of the four recruiting universities. This research training will be developed in one of the research lines open in each call for applicants under one of the two following areas: Agrofood and Nutrition and Health Technologies.

In this 1<sup>st</sup> call, the research lines to apply are the following:

### ***Agrofood and Nutrition Area***

TITLE OF THE RESEARCH LINE	UNIVERSITY
Towards a sustainable use of new nanobactericides in the frontier of fight with antimicrobial resistance	U. Zaragoza
Effect of the technological treatments on the activity of milk proteins and fractions in the intestinal function: potential for their application on functional foods (LACTOFUN)	U. Zaragoza
Use of special barleys for food purposes	U. Zaragoza
Fungal community dynamics in forest soils in response to disturbances: consequences for Mediterranean mushrooms yields	U. Lleida
Determination of free ion concentrations in biological media with the technique AGNES	U. Lleida
Plant-soil feedbacks and tree diversity	U. Lleida
New insights into organic fertilization from the perspective of agricultural soil quality	U. Pública de Navarra
Health claims, nutritional labels and consumer preferences (experience in agricultural activities-olive oil specially)	U. Pública de Navarra
Development of highly effective microbial-based insecticides with extended host range and advances towards their integration in IPM	U. Pública de Navarra
Safe, healthy and high-quality dishes prepared sustainably with local raw materials	U. Pública de Navarra
Control of presence of antibiotic resistance in the food chain in La Rioja and Zaragoza and their effect on antimicrobial resistance in bacteria found in meat.	U. La Rioja

### ***Health Technologies area***

TITLE OF THE RESEARCH LINE	UNIVERSITY
Novel personalized drugs for infectious and conformational diseases	U. Zaragoza
Effect of genetic polymorphism in the Mediterranean diet impact. Influence of the response of body composition and obesity in children	U. Zaragoza
Intergenerational videogames	U. Zaragoza
Smart and supportive coach for exercise promotion in people with overweight (exerCoach)	U. Zaragoza



Control of antibiotics and drugs in surface waters through adsorption and photocatalytic processes	U. Pública de Navarra
Novel therapies for the treatment of methicillin-resistant Staphylococcus aureus infections	U. Pública de Navarra
Novel EMG-based techniques for the diagnosis and prognosis of Amyotrophic Lateral Sclerosis	U. Pública de Navarra
Lipid biomarkers in Parkinson's disease: a lipodomic approach for identifying lipid signatures in serum and plasma associated with different clinical stages.	U. La Rioja

## 2. IberusTalent predoctoral fellowships

### 2.1 Positions offered

The competition of this 1<sup>st</sup> call is open for 19 pre-doctoral contracts with the following distribution among the four recruiting universities:

	AgroFood and Nutrition	Health Technologies
U. La Rioja	1	1
U. Pública de Navarra	4	3
U. Zaragoza	3	4
U. Lleida	3	0

The candidates will be offered a 36 months full time pre-doctoral researcher contract.

Their main obligation will be to develop a doctoral thesis at one of the Campus Iberus Universities within one of its official doctoral programmes.

### 2.2 Requisites: basic eligibility criteria (who, when and how to apply)

#### 2.2.1 General requisites: Who can apply

IberusTalent applicants must fulfil the following criteria:

- **Nacionality:** IberusTalent is open to applicants of any nationality
- **Be early stage researchers (ESR):**
  - At the date of their recruitment, being in the first 4 years (full time equivalent research experience) of their research careers
  - Have not been awarded a doctoral degree
- **Comply with the mobility rule:**
  - Researchers may not have resided or carried out their main activity (work, studies, etc.) in Spain for more than 12 months in the 3 years immediately before the deadline



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of the application (31<sup>st</sup> January, 2019).

- In this regard, compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status under the Geneva Convention are not taken into account.
- Spanish researchers can apply as far as they comply with the MSCA mobility rule just described.
- In addition to this:
  - Be aged between 18 and the retirement age
  - Not have any illness that prevents them from carrying out their corresponding functions in a normal manner
  - Not have left the service of any of the public administrations for disciplinary reasons, or be forbidden from carrying out public functions
  - Not be disqualified in any of the ways listed in Law 53/1984, of December 26th, regarding the disqualification of personnel from the public administration.

Applicants who do not meet these criteria will not be eligible to apply for a IberusTalent Predoctoral contract.

***The candidates should also fulfill the following criteria:***

All candidates must be eligible to enroll in a doctoral programme at any of the four recruiting universities.

Admission to the doctoral programme must be accredited when formalizing the contract with the recruiting university.

Check the admission conditions in the following links:

- [U. La Rioja](#)
- [U. Pública de Navarra](#)
- [U. Zaragoza](#)
- [U. Lleida](#)

The selected candidates must complete their enrolment onto a doctoral programme by June 2019 as the latest and present the corresponding documents to the Human Resources Service of the recruiting university during the first trimester of the grant.

If the candidate does not register, s/he will be stripped of the contract and will have to return any of the money that s/he may have received. Should this happen, the next candidate on the corresponding candidates' list will be proposed for the contract.

If, during the selection process, the selection committee believes there is sufficient reason, it may request any of the candidates to prove that they fulfil all or some of the requirements for participation in the selection process.



## 2.2 When to apply

The first call for applicants will follow this timeline:

Call Launch	Deadline for applications	Elegibility Check publication	1 <sup>st</sup> Step Evaluation and ranked list	Interviews	Resolution	Max date for being enrolled
Nov 15 <sup>th</sup> , 2018	January 31 <sup>st</sup> , 2019	Feb. 25 <sup>th</sup> , 2019	March 25 <sup>th</sup> , 2019	April 1-12 <sup>th</sup> , 2019	April 26 <sup>th</sup> , 2019	June 30 <sup>th</sup> , 2019

## 2.3 How to apply

Applications must be submitted via the [on-line application form](#) of IberusTalent before the call deadline (January 31<sup>st</sup>, 2019 at 14:00 CET).

### **Step 1: Publication of the call**

The selection process starts with the announcement of the call.

Online application will be open throughout the duration of the call. The application form will close on January 31<sup>st</sup>, 2019, at 14.00 CET).

Please note that the entire application process is online, and no paperwork will be allowed via other means of communication, such as mail or email.

Before starting the application process, please make sure to check all the [research lines](#) proposed.

Please, be aware that the submission process should be done in one session as the system does not allow to save changes. The applicant should also take in mind that once the application is submitted, it will not be possible to change, eliminate or add any information or documentation.

### **Step 2: Preparing the application**

The candidates must fill the on-line application form. Additionally, candidates should prepare the following supporting documentation, required for upload (single zip file) in the on-line application form:

1. A scanned copy of a valid passport
2. Curriculum Vitae
3. A scanned copy of the certificates of the higher education qualifications (previous Bachelor and official University Master\* degree or equivalent. See Section: [Elegibility Criteria, point 3](#))
4. A scanned copy of all higher education academic transcripts
5. A motivation letter (maximum length of 3 pages in Arial 11)



6. Three reference letters
7. If higher education qualification was issued by a non-EHEA country, an official letter from the qualification-issuing body stating that that qualification grants access to doctoral studies in that country is required

All the supporting documents will be uploaded in a single document, as zip file. The submitted file will be named as follows: *researchlinereference\_nameoftheapplicant*

The application and the supporting documents must be filled in ENGLISH.

Please remember that candidates MUST comply with the [eligibility](#) conditions in order to apply.

While a certificate of English level is not mandatory, remember that the interviews will be held in English, so the candidates must have a good grasp of the English language.

**NOTE:** *if you do not possess a master degree at the time of the end of this call, but you are enrolled in a master course and set to obtain the master degree before the time of enrollment, a provisional academic transcript of the master course is required.*

The deadline for this 1st call will be January 31<sup>st</sup>, 2019 at 14:00 CET  
All proposals received after this deadline will be consider not eligible!

### 3. Selection process

#### 3.1 Eligibility check

All submitted applications and supporting documents will go through an [eligibility check](#).

At the end of the eligibility check process, a provisional list of all candidates will be published on the IberusTalent webpage.

Non-eligible candidates will have 7 days from the publishing day to bring forward new documentation.

After these 7 days, a final list of eligible candidates will be published, and all of them will go through the next step: the evaluation of their application.

#### 3.2 Evaluation criteria

The evaluation of the candidates will be done by independent Evaluation Committees, in order to avoid any conflict of interests and ensure a fair and equitable evaluation process.

The evaluation process will be implemented in 2 phases:

**Step 1: Assessment of the applications**, following the next criteria:

1. **Academic profile:** Weight – Max 50 (Threshold 35/50). Academic and/or professional curriculum in relation to the stage of the candidate's career;





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2. **Motivation letter:** Weight – Max 40 (Threshold 25/40). Originality, innovation and potential impact of the approach proposed for the selected research line.
3. **Letters of reference:** Weight – Max 10 (Threshold 6/10). Reference letters supporting the candidacy will be assessed taking into account the specificity of the content with regard to the candidate's profile as well as the profile of the people who sign them.

At the end of this process, a provisional ranked list of all candidates will be published on the IberusTalent webpage.

Applicants will have 7 days for any complaint.

After these 7 days, a final ranking list of candidates will be published. The three best scored will go through the next step: the interview.

**Step 2 - Interview: This part will be open only for the 3 best candidates of each research line.**

1. **Candidate's potential (weight 40%):** in order to have a general perception of the candidate's potential, experts will pay attention to "soft" skills, ability to present easily a complex reasoning, team working; and capabilities such as independent reasoning, originality, entrepreneurship, leadership, among others.
2. **Motivation and statement of purpose (weight 30%):** experts will assess, originality and feasibility aspects of the approach presented in the motivation letter as well as the candidate's capabilities with regard to the scope of the project.
3. **Academic background and theoretical fundamentals (weight 30%):** experts will assess the consistency of the candidate's academic background and CV in the area chosen to carry out the PhD.

### 3.3 Final Selection

The final scoring for each selected candidate will be given by:

1. The evaluation report from the Evaluation Committees (Step 1): Weight - 50%.
2. The individual scoring of the interviews (step 2): Weight - 50%.

At the end of this step, a preliminary list consisting of one selected and two reserve candidates for each research line will be published on the *IberusTalent webpage*. The candidates will have **7 days** from the date of the publication to appeal the decision. After these 7 days a final list with the selected and reserve candidates will be published in the IberusTalent webpage.

## 4. Communication of results

All candidates will be informed by e-mail about the results of the selection process and the selected candidates will be invited to start enrollment phase after confirming their acceptance through a letter of acceptance.



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All applicants will receive their Information Evaluation Summary Report within a month after the selection process is closed, therefore, being able to check the strengths and weaknesses of their applications.

## 5. Employment terms and conditions

From the day after the publication of the list of proposed candidates, these candidates will have to submit all the relevant documentation to the Human Resources Service of the recruiting university in order to start the procedure for the signature of the contract.

Fellows will be recruited under a 36 months full-time predoctoral contract by the recruiting university proposing the research line, and the employment contracts will be subjected to the Spanish law.

It is expected that all the employment contracts will start in May-June 2019.

The amount of the grants for the selected candidates will consist of the following categories:

- **22.000-26.0000 euros per year** including salary, employee social security contribution, income taxes and all compulsory employers' contributions. The employment contract in each recruiting university will apply internal rules so final retribution might slightly differ.
- **Up to 9.600 euros per year** for research costs such as conferences and workshops attendance, short-stays, consumables and intellectual property costs, among others. This amount will be directly managed by the recruiting University.

## 6. Renunciations and substitutions

If the beneficiary wishes to renounce the contract, he/she must communicate this in writing to the Human Resources Service of the recruiting university, giving at least 30 days' notice. This communication must state that the candidate has voluntarily renounced the contract and give the date from which he/she wishes to withdraw from it.

If a candidate renounces his/her appointment or if the contract is unsigned, the next candidate of the reserve list will be appointed.

A request to substitute a pre-doctoral researcher may be made by the supervisor in the following cases:

- renunciation
- non-renewal
- early cessation

If an applicant relinquishes or resigns from a contract before time, and if there is a waiting list, the recruiting university will be able to appoint the next candidate on the reserve list.



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## 7. Incompatibility

The employment contracts of the predoctoral fellows are incompatible with any other grant or contract, with payments that imply a contractual link of a similar nature, or with activities that may prevent the individual from dedicating him/herself exclusively to the work that is the object of the contract.