

JOB ANNOUNCEMENT: Tenure-Track Researcher (Eocene Primates) [ICPJA006]
INSTITUT CATALÀ DE PALEONTOLOGIA MIQUEL CRUSAFONT (ICP)

Introduction. The ICP (<http://www.icp.cat>) is a research institute focused on vertebrate paleontology. It belongs to CERCA institution (Research Centers of Catalonia) and is linked to the Universitat Autònoma de Barcelona (UAB) in Cerdanyola del Vallès (Barcelona, Spain). It is a public research center established as a non-profit foundation with the Generalitat de Catalunya and the UAB as patrons.

Job description. The ICP is recruiting a full-time tenure-track researcher specializing on Eocene primates to join the Paleoprimateology & Paleoanthropology Research Group.

TYPE OF POSITION AND DEADLINES:			
Number of positions:	1	Reference:	ICPJA006
Job title:	Researcher	Professional category:	R3
Starting date:	01/07/2021	Gross salary:	25,000 €
Publication date:	11/01/2020	Application deadline:	01/03/2021
BASIC INFORMATION:			
Type of contract:	Access to the Spanish System of Science, Technology and Innovation.		
Duration:	Fixed-term with duration of 5 years (tenure-track)		
Career progression:	Possible access to tenure after the 4 th year evaluation		
Research Group/Area:	Paleoprimateology & Paleoanthropology Research Group / Cenozoic Research Area		
Workplace:	Edifici ICTA-ICP, c/ Columnes s/n, 08193 Cerdanyola del Vallès, Barcelona, Spain		
Working conditions:	-Full time job (37.5 h/week; 1786 h/year) -Teleworking opportunities (up to 30% working time) -Teaching burden: max 20 h/academic course		
MINIMUM REQUIREMENTS:			
Academic Degree:	PhD in Biology, Geology, Sciences or equivalent		
Languages:	Good level of spoken and written English (no diploma required)		
Experience:	-4 years of postdoctoral experience (PhD not later than 2016) -Direction of paleontological fieldwork		
Expertise:	Eocene primates (publication record on Eocene primate paleobiology, taxonomy, phylogeny, evolution, etc.)		
DESIRABLE COMPETENCES:			
Experience:	-Supervision of completed master's theses or PhD dissertations -Fieldwork or research on primate fossils from Catalonia		
CONTACT DETAILS:			
Name:	David M. Alba	Position:	Director
Phone number:	+34 5868604	email address:	direccio@icp.cat
HOW TO APPLY:			
Procedure:	All the documents must be in English (PDF format) and emailed to the contact person (Re: ICPJA006)		
Documents:	All applicants must provide a motivation letter, two reference letters, and an extended CV. The Selection Committee may request additional justification of merits at any stage of the recruitment process. The selected candidate will be requested a copy of academic titles and social security's occupational history/work contracts before formalizing contract		

Selection Criteria. The weight of the various selection criteria (in %) is specified in the table below. During the shortlisting phase, each eligible applicant will be assigned a 0-10 score to each criterion. During the evaluation phase, shortlisted candidates will be assigned a 0-10 score to each merit included in the selection criteria (as specified on the ICP recruitment protocol), each with a corresponding percentage determined by the Selection Committee before the call is closed. Final scores will be modulated by the results of an interview and career duration.

SELECTION CRITERIA	%	SELECTION CRITERIA	%
A. Research outputs	35%	F. Fieldwork experience	10%
B. International visibility & mobility	10%	G. Management & leadership capabilities	5%
C. Fundraising abilities	10%	H. Outreach & knowledge transfer	5%
D. Supervision, mentoring & teaching	5%	I. Other merits	5%
E. Other academic activities	5%	J. Adequacy of the candidate's profile	10%

OTM-R. The ICP endorses the principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers that define the EU Human Resources Strategy for Researchers (HRS4R), and since 2018 holds the HR Excellence Award of the EU. Therefore, the ICP is fully committed to open, transparent and merit-based recruitment (OTM-R), in order to ensure that the best person for a job is recruitment as well as to guarantee equal opportunities among candidates. The internal regulations that apply to this job description are available on the document entitled "ICP Protocol for the Evaluation, Internal Promotion and Recruitment of Researchers and Technicians", which is publicly available from the ICP website (http://www.icp.cat/attachments/transparencia/ICP_Recruitment_Protocol.pdf).

Non-discrimination. The Non-Discrimination Committee of the ICP will oversee the recruitment process to prevent any kind of discrimination by reason of gender, sexual preference, language, ethnicity, geographic origin, functional diversity, or any other reason unrelated to scientificotechnical merits. Applicants are responsible to provide the necessary personal information related to career breaks (due to parental and medical leaves, unemployment, part-time contracts, etc.) if any of the provisos included in the recruitment protocol apply to the computation of career duration. The ICP aims to guarantee equal opportunities to all candidates and intends to promote a balanced sex ratio. Therefore, the application by female candidates is strongly encouraged.

Confidentiality. The ICP complies with applicable laws of personal data protection and guarantees the confidentiality of all the personal data provided by the candidate, which will solely be used for the purposes of the current recruitment process.

JOB DESCRIPTION: Tenure-Track Researcher (Eocene primates) [ICPJA006]
INSTITUT CATALÀ DE PALEONTOLOGIA MIQUEL CRUSAFONT (ICP)

Paleoprimatology & Paleoanthropology (PPPA) Research Group. The research performed at the ICP is organized around six research groups distributed among three research areas, which are coordinated and supervised by the current Director (David M. Alba). Each group is led by the corresponding leader (senior researcher, R4) or junior leader (researcher, R3), and may include other (experienced) researchers (tenure or tenure-track, R3), postdoctoral researchers (fixed-term, R2), predoctoral researchers (PhD candidates, R1), as well as research associates (with written agreement but no employment relationship), collaborators and technicians. Further details on the organization and both academic and non-academic personnel of the ICP can be found on the ICP Organization Chart available from the ICP website (http://www.icp.cat/attachments/transparencia/ICP_Organization_Chart.pdf).

The Paleoprimatology & Paleoanthropology (PPPA) Research Group belong to the Cenozoic Research Area, which focuses on the paleobiodiversity, evolution and paleobiology of continental vertebrates from the Cenozoic era (66 Ma to present, including the Paleogene, Neogene and Quaternary periods), with emphasis on the rich fossil record of mammals from Catalonia and nearby areas. Particular efforts are devoted to research paleoenvironmental change through time by means of paleoecological and paleobiodiversity dynamics analyses (which is especially relevant in the light of current global climate change), as well as in the evolution of primates based on their fossil record (with emphasis on the origins of the great ape and human clade).

Within the Cenozoic Research Area, the PPPA Research Group covers the entire evolutionary history of primates throughout the Cenozoic, with three main lines of research focused on the exceptionally rich primate fossil record from Catalonia and other nearby areas: Eocene primates; Miocene catarrhines, with emphasis on apes; and the Plio-Pleistocene record of monkeys and humans. The group studies the paleobiodiversity and phylogenetic relationships of these groups, as well as their paleobiology (diet, locomotion, etc.). Associated faunas are also investigated to contextualize the primate finds from a paleoenvironmental and chronological viewpoint, in collaboration with researchers from other groups within the Cenozoic area.

Research profile. The ICP aims to recruit a motivated researcher with an excellent publication record and expertise in Eocene primates to join the PPPH Research Group. A certain degree of independence and leadership with regard to research, fundraising and fieldwork is required, while at the same time good team-working abilities are indispensable to collaborate with other members of the group under the guidance of the group leader (Salvador Moyà-Solà). The position is mostly devoted to research (including publications and contributions to meetings), with a minimal teaching burden but including other associated academic duties such as supervision, fundraising, fieldwork and dissemination/outreach activities.

Main responsibilities. The main responsibilities of the R3 (Researcher) professional category at the ICP are the following:

1. Collaboration with other members of the research group to attain the specific goals of the research group in accordance to the strategic aims and scientific policy of the ICP, including publications, contributions to meetings and fieldwork activities.
2. Participation in research project applications by other members of the research group with a possible role of co-principal investigator in major project applications and of principal investigator in minor project applications.
3. Cosupervision of PhD dissertations and supervision of master and bachelor's theses.

4. Publication, normally as first author or coauthor, but occasionally as last or corresponding (when acting as supervisor) of articles in SCI journals.
5. Attendance and contribution to international scientific meetings.
6. Teaching in master degrees as determined by current ICP agreements with universities.
7. (Co-)direction of and/or participation in planned and emergency paleontological interventions of prospection, excavation and/or sampling.
8. Member of Editorial Boards of SCI journals.
9. Providing the Director and the Head of the Communication & Scientific Dissemination Area of the ICP with regular updates of the (co)authored publications.
10. Providing the corresponding Research Group leader with all the fieldwork reports and memoirs elaborated for the (co)directed paleontological interventions.
11. Providing the Head of the Communication and Scientific Dissemination Area with all the required noticeable information regarding the research and dissemination activities performed.

Evaluation details. The details of the evaluation criteria are provided in the recruitment protocol (see in particular selection criteria and merits in section 2.d). Each member of the Selection Committee will assign to each merit a 0-10 score (0–2.4 = deficient; 2.5–4.9 = insufficient; 5.0–6.9 = sufficient; 7.0–8.9 = very good; 9.0–10.0 = excellent) and an average score will be computed for each. Average merit scores will be used to compute weighted average selection criteria scores, and the sum of the latter will be the total raw scoring of the candidate. A relative scoring will be computed as raw scoring multiplied by maximum career duration among all the shortlisted candidates divided by career duration of the candidate. Reductions in career duration apply not to penalize diversified career paths and career breaks (see recruitment protocol for details; the candidates are responsible to provide such details). A corrected scoring will be computed as $(\text{raw scoring} * 0.8) + (\text{relative scoring} * 0.2)$. An interview by ICP members of the Selection Committee will be mandatory for all shortlisted candidates. Each member of the committee will rate the interview (excellent = 1.25; good = 1.15; neutral = 1.0; bad = 0.85; terrible = 0.75) and a correction factor computed as the arithmetic mean of the interview ratings. The final scoring will be computed as $\text{corrected scoring} * \text{interview correction factor}$. Candidates will be prioritized based on their final scoring.

Career progression (access to tenure). For internal ICP purposes, the job offered is considered a tenure-track position, so that the selected candidate will be given the possibility to stabilize it with an indefinite contract, following an evaluation at the end of the fourth year of contract. The provisos of the recruitment protocol for internal promotion will hold. Unless the Steering Committee determines that less stringent criteria for eligibility apply, the candidate will be considered eligible if obtains an overall performance metric ≥ 2.0 (very good or excellent evaluation) based on the criteria for internal evaluation of researchers specified on the recruitment protocol. If the candidate is eligible, a Selection Committee will be designated to perform a full evaluation process for a permanent position with the same profile as the present one beginning at the end of the fifth year of contract.