JOB ANNOUNCEMENT: 3D Technician [ICPJA010]
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 Data Manager specializing on digitalization, 3D modeling, and data management to join the Computational Paleobiology Research Group.

TYPE OF POSITION AND DEADLINES:			
Number of positions:	1	**Reference:**	ICPJA010
Job title:	3D Technician	**Professional category:**	T2
Starting date:	01/10/2022	**Gross salary:**	24,000 €
Publication date:	8/05/2022	**Application deadline:**	15/06/2022
BASIC INFORMATION:			
Type of contract:	Permanent		
Duration:	Indefinite after a probation period of 6 months		
Career progression:	Gross salary might increase over years; possibility to promote to T3 technician		
Research Group/Area:	Computational Paleobiology Research Group / Evolutionary Paleobiology Area		
Workplace:	Edifici ICTA-ICP, Universitat Autònoma de Barcelona 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)		
MINIMUM REQUIREMENTS:			
Academic Degree:	Diplomate/Graduate degree in Biology, Geology, Physics or equivalent		
Languages:	Good level of spoken and written Spanish and/or Catalan		
Experience:	2 years of experience in digitalization and 3D modeling		
Expertise:	Surface scanning, photogrammetry, CT data segmentation, 3D modeling		
DESIRABLE COMPETENCES:			
Academic Degree:	PhD degree in Biology, Geology, Physics or equivalent		
Languages:	Good level of spoken and written English, and advanced level of Spanish and Catalan		
Experience:	2 years of experience in data processing/management		
Expertise:	Finite Element methods, diceCT, 3D printing, data management, FAIR principles, video		
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, Catalan, or Spanish (PDF format) and emailed to the contact person (Re: ICPJA010)		
Documents:	All applicants must provide a motivation letter and an extended CV.		

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, each with a corresponding percentage determined by the Selection Committee before the call is closed. Final scores will be modulated by the results of career duration.

SELECTION CRITERIA	%	SELECTION CRITERIA	%
A. Research outputs	5	E. Software skills	25
B. Academic background	15	F. Other merits	5
C. Language skills	5	G. Adequacy of the candidate's profile	20
D. Working experience	25		

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.

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    Computational Paleobiology Research Group. The research group encompasses computational approaches that aim to digitally obtain paleobiological and evolutionary data of extinct organisms based on a wide range of techniques from imaging to functional approaches. To pursue these goals, the research group combines fossil evidence (particularly from Iberian fossil record, but also taking advantage of digital techniques to analyze fossil samples from all over the world) and biological samples.

    Technician profile. The ICP aims to recruit a highly motivated 3D Technician (T2 professional category) for the Computational Paleobiology Research Group who can also perform the role of Data Manager (particularly regarding CT data and 3D virtual models) under the supervision of the ICP Data Curator. The candidate must thus have solid experience in digitalization, 3D modeling and data management. Gross salary will initially consist of 24,000 €, with possibility to increase beyond that stipulated by the relevant decree for personnel of the public sector of the Generalitat de Catalunya after the initial three years (see career progression below).

    Main responsibilities.
1. Collaboration with the researchers of Computational Paleobiology research group in order to attain the specific goals of the research group in accordance with the strategic aims and scientific policy of the ICP, including publications and contributions to meetings (with the permission of the corresponding Research Group Leader).
2. Digitalization of paleontological and biological samples (using different techniques such as photogrammetry, structured light scanner, laser scanner and (μ)CT scanner, among others) for researchers of any research group of the ICP (under the supervision of the Computational Paleobiology Research Group Leader) or for the provision of external services (under the supervision of the Research Support & External Services Department).
3. Data processing (particularly segmentation CT data, generation of 3D models and any required postprocess for imaging, geometric morphometric analysis, and/or biomechanical simulation) for researchers of any research group of the ICP (under the supervision of the Computational Paleobiology Research Group Leader) or for the provision of external services (under the supervision of the Research Support & External Services Department).
4. Video generation and postprocessing based on 3D models for scientific publications as well as dissemination and outreach activities, under the supervision of the Outreach & Communication Department.
5. Management and maintenance of the 3D technological equipment of the Computational Paleobiology Research Group and the ICP as a whole.
6. Data management and stewardship of the data sets and 3D models generated by ICP researchers and technicians, including the elaboration and maintenance of internal databases and the uploading of data in external digital repositories, under the supervision of the Data Curator.
7. Assistance to ICP researchers in calls and applications including digitalization and 3D data, under the supervision of the Project Manager and/or the Research Group Leader.
8. Providing the Research Group Leader, the Director and the Head of the Communication & Scientific Dissemination Area of the ICP with regular updates of the (co)authored publications.
9. Assistance to external researchers in the framework of strategic collaborations (approved by the Head of the Research Department) or external services provided by the ICP to third parties (as detailed above).

Evaluation details. The merits included in each evaluation criterion will be determined by the Selection Committee before receiving the applications. 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. 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 corrected scoring * interview correction factor. Candidates will be prioritized based on their final scoring.

Career progression. Beyond annual salary increases stipulated by the relevant decree for personnel of the public sector of the Generalitat de Catalunya, after the initial three years gross salary may increase further within the margins established by the ICP Salary Scale for T2 category (up to 26.373 € in 2021), depending on professional development, accumulated experience, and attested performance. There is a possibility for Data managers to reach T3 level by means of internal promotion.