

JOB ANNOUNCEMENT: Permanent Distinguished Junior Researcher (Paleogenomics & Paleoproteomics) [ICPJA014]

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. In the framework of the establishment of a new Paleogenomics & Paleoproteomics Research Group, the ICP is recruiting a full-time permanent researcher specializing on paleogenomics and paleoproteomics to join the upcoming Paleogenomics & Paleoproteomics Research Group from the Evolutionary Paleobiology Research Area.

TYPE OF POSITION AND DEADLINES:			
Number of positions:	1	Reference:	ICPJA014
Job title:	Researcher	Professional category:	R3
Starting date:	01/05/2023	Gross salary:	40,000 €
Publication date:	01/02/2023	Application deadline:	28/02/2023
BASIC INFORMATION:			
Type of contract:	Permanent distinguished researcher.		
Duration:	Indefinite.		
Career progression:	Possibility to become junior research group leader (R3) and/or senior distinguished researcher (R4) in the future by means of internal promotion		
Research Group/Area:	Paleogenomics & Paleoproteomics Research Group / Evolutionary Paleobiology Area		
Workplace:	C/ Columnes s/n, 08193, Cerdanyola del Vallès, Barcelona, Spain + own and external lab facilities		
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 or equivalent		
Languages:	Good level of spoken and written English (no diploma required)		
Experience:	-8 years of postdoctoral experience -Accredited managerial experience in laboratories of molecular biology		
Expertise:	Ancient DNA and paleoproteomics		
DESIRABLE COMPETENCES:			
Experience:	-Supervision of completed master theses or PhD dissertations -Publications in high-impact multidisciplinary journals		
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: ICPJA014)		

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 may 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.

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Paleogenomics & Paleoproteomics (PGPP) Research Group. The research performed at the ICP is organized around seven research groups distributed in three research areas, which are coordinated and supervised by the current Director (David M. Alba). Each group is led by the corresponding senior or junior group leader (R4 or R3), and may include other (experienced) researchers (tenured or in tenure-track, R3), postdoctoral researchers (R2), predoctoral researchers and (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 Evolutionary Paleobiology Area is devoted to the study of the patterns and causes of evolutionary change and extinction by combining fossil evidence with the biology of extant organisms. Currently, the area includes three research groups: Life History Evolution, Computational Paleobiology, and the newly established Paleogenomics & Paleoproteomics. Traditionally, this area has emphasized the study of evolution of life-histories under changing ecological conditions from the viewpoint of adaptation, based on the paleohistological study of hard tissues within the analytical framework provided by life history theory of biological evolution (ecology, demography, physiology and adaptation). The area also 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. Following the advice of the ICP Scientific Advisory Board, on 21 December 2022, the Steering Committee of the ICP approved the establishment of a Paleogenomics & Paleoproteomics Research Group led by Tomàs Marquès-Bonet (ICREA Research Professor at Institut de Biologia Evolutiva UPF-CSIC and ICP Research Associate). The newly established group is framed within the Evolutionary Paleobiology Area but aims to actively collaborate with the various research groups of the Cenozoic Area in retrieving molecular data from Neogene and Quaternary vertebrates to make phylogenetic and paleobiological inferences. During the last couple of decades, the possibility to extract and sequence ancient DNA from Pleistocene fossils has revolutionized phylogenetic inference in extinct vertebrates, and particularly human evolutionary studies. Nonetheless, such studies are generally limited to Middle and Late Pleistocene fossils due to the degradation of ancient DNA. During the last few years, a new discipline focused on the recovery of ancient proteins has offered the prospect to go further back in time, and has already provided phylogenetically relevant data for fossils dating to 2 Ma. In 2018, the ICP initiated a new line of research focused on paleoproteomics and paleogenetics by means of a research collaboration agreement with ICREA Research Professor Tomàs Marquès-Bonet (Institut de Biologia Evolutiva, CSIC-UPF), who became research associate of the Paleoprimatology & Human Paleontology Research Group. The consolidation of this line of research at the ICP by means of the recent establishment of a research group of its own is thus considered strategic to promote further the ICP as one of the leading and benchmark centers of vertebrate and human paleobiology at an international level.

Research profile. The ICP aims to recruit a motivated researcher with an excellent publication record in molecular evolutionary biology with expertise in paleoproteomics and ancient DNA to join the Paleogenomics & Paleoproteomics Research Group. A certain degree of independence and leadership with regard to research, as well as vast experience in laboratory work, are required. Good team-working abilities are indispensable to collaborate with members from various ICP research groups under the guidance of the Paleogenomics & Paleoproteomics Research Group

leader (Tomàs Marquès-Bonet). 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, laboratory work, and dissemination/outreach activities.

Main responsibilities. The main responsibilities of the R3* (Junior Distinguished Researcher) professional category at the ICP are the following (but note that those related to fieldwork do not apply to this particular position):

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 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. Candidates are urged to ensure that all the merits relevant to the evaluation criteria are adequately detailed in their CVs, or else they will not be considered by the Selection Committee. 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 (raw scoring * 0.8) + (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 corrected scoring * interview correction factor. The best candidate will get the job if final scoring ≥ 7.0 , otherwise the position will be considered vacant.

Career progression (access to tenure). ICP R3 distinguished junior researchers have the potential to become junior research group leaders if designated as such by the Director and/or to increase their professional category to R4 senior distinguished researchers following the mechanisms of internal promotion established in the ICP recruitment protocol. In this case, it is expected that the candidate would have the possibility to promote to R4 category after a period of 5 years (with the associated salary increase), without prejudice of yearly salary increases as determined by law for employees of the public sector of the Generalitat de Catalunya.