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ANNEX I

TERMS OF CALL

I. The vacancy

Of the one part, there is a temporary vacancy for the statutory staff of the health services belonging to the A1 subgroup that depend on any of the different Managements of the Health Area of Mallorca (HUSE, HSLI or GAP Mallorca). Depending on the medical specialty of the elected candidate, the assigned category and the dependable Management will vary.

Of the other part, there is a vacancy as a clinical researcher for the "CLINIC" program within the "TALENT PLUS. Building Health, Creating Value" project, which is funded by the 2018 Annual Plan for the Tax for Sustainable Tourism. This is a part-time contract (24 hours per week) for 3 years with the Foundation Health Research Institute of the Balearic Islands.

II. Characteristics

a) Location

As for the statutory staff, their location will depend on the statutory category as well as on the assigned Management.

As for the employees of the Health Research Institute of the Balearic Islands, their position will be located at Building S of the Son Espases University Hospital (Crta. Valldemossa, 79, Palma, 07120) or at another best-suited location determined by the Institute.

b) Type of appointment and contract

The selected candidate will be appointed as temporary statutory staff, due to a vacancy, which will be prolonged until the vacancy is filled by means of the pertinent selection process –either final resolution or temporary return– or until the vacancy is downsized.

Thus, the contract will be for a part-time job (24 hours per week) for a period of 3 years.

c) Remuneration

Of the one part, as for Ib-Salut, the remuneration will be in accordance with the assigned statutory vacancy and with the applicable legislations.

Of the other part, as for IdISBa, an annual gross income of 30.080,00 €. Other economic resources for the professional:

- Apart from the previously mentioned, this contract will also grant 102.000,00 € for the development of a health research project, from which 34.000 € will be granted each year. The distribution of this amount may be modified if the real needs for executing the research project justify it, but it cannot surpass the total amount.
- Finally, an amount of 37.908,55€ per year is also provided for the hiring of a postdoctoral researcher (salary: 28.000,00 €) to join the line of research that the selected candidate establishes.



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d) Role and functions

As for the Ib-Salut, those in accordance with the statutory category.

As for the IdISBa, those for the research project that the selected candidate will submit. Moreover, the role and functions of the clinical researcher for the "CLINIC" program within the "TALENT PLUS. Building Health, Creating Value" will be as follows:

- To develop research programs specific to the researcher's research area by joining research groups from the IdISBa.
- To improve current research lines.
- To carry out high-impact papers at both the national and international level.
- To generate and transfer knowledge with an impact on the population health and the health system.

e) Trial period

As for the Ib-Salut, the period established by Article 33 of the Statute.

As for the IdISBa, the one established in the contract. 3 months.

f) Working time

As for the Ib-Salut, the one corresponding to statutory staff.

As for the IdISBa, this is a part-time position (24 hours per week) for 3 years.

III. Requirements

1. General requirements. In order to be admitted into the selection process, candidates must meet the following requirements:

- a) To have the Spanish nationality or that from any state of the European Union that allows for the free movement of workers in accordance with the pertinent international treaties. Independently of their nationality, the spouses of people with the Spanish nationality or that from other state of the European Union can participate as well, as long as they are not legally separated. This condition also applies to their descendants younger than 21 years or older if they have a disability.
- b) To have reached the age of 16 and not exceed the age for compulsory retirement.
- c) To have the Bachelor's Degree in Medicine and Surgery as well as any medical specialty degree. If the degree has been obtained in a country different from Spain, it is necessary to have it approved by the Spanish Ministry of Education, Culture and Sports or to be in that process within the deadline for submitting applications.
- d) To have the necessary functional ability to execute the pertinent role and functions.
- e) To not have been dismissed or suspended by means of a disciplinary proceeding from any entity of the public or health sector within the six years prior to the present call.



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Likewise, to have not been under perpetual or special disqualification for public service or the corresponding job position.

- f) The same restrictions apply to those national from other states and their status regarding public service in their respective countries.
 - g) Not to have the status of permanent or temporary statutory staff in the same category and specialty as the one for this call, regardless of their situation in the administration.
 - h) To show the knowledge of the Catalan language (B1 level) by submitting the pertinent certificate issued by the Escuela Balear de Administraciones Públicas or another certificate approved by the Direcció General de Política Lingüística from the Balearic Islands. Nevertheless, as the present call affects a health statutory staff category, when the lack of accreditation of the knowledge of the Catalan language may affect the assistance service or when the functions or job position require a special qualification, knowledge and management abilities, as an exception, if the Catalan knowledge requirement cannot be met, every application will be accepted. As a consequence, the selected candidate will be obligated to reach and demonstrate the pertinent level of the Catalan language within two years from them filling the vacancy.
2. Specific requirements. Apart from the previous general requirements, candidates must meet the following specific requirements:
- a) To have completed the Spanish Formación Sanitaria Especializada through MIR or another education equivalent to that (health training with national exam).
 - b)** To show the language of the English language (B2 level). Apart from the pertinent certificate, the B2 level of English can also be validated by having completed higher education in English, by having worked at least one year in English-speaking countries or in any entity where English was the language of communication. The pertinent evidence must be submitted to prove it.
 - c) To have a Doctor's Degree.
3. The requirements stated at the 3.1 and 3.2 sections must be met no later than the finish date for the submission of applications and be effective until the pertinent appointment, except for the requirement stated at 3.1.h). Candidates must submit evidence for the requirements with the submission of their application.

IV. Applications

Those interested in participating in the present call must present, within 2 months starting from the day next after the publication of this call, the next documents:

Application form for the call in accordance with the form present in Annex III.

- Original documents or official copies supporting their education, experience, merits, and other requirements.
- If the documents are written in a language different from Spanish or Catalan, the candidate will need to provide a sworn translation of them in either Spanish or Catalan.
- Research project and section of strategic bet for the development of the IdISBa.
- CV.



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All these documents can be presented at the registration office of the Public Health System of the Balearic Islands (which is located at Crta. Reina Esclaramunda, 9, Palma, 07003) or at any other location stated by Article 16.4 of the Law 39/2015, 1 October, of the Common Administrative Procedure of Public Administrations.

V. Selection criteria and development of the selection process

1. This will be a competitive process with a score of up to 10 points. The score and merits are shown in Annex II.
2. The selection process will be developed as follows:
 - a) Provisional list of admission (with reference to excluded candidates and cause of exclusion): Once the deadline for the submission of applications is over, the Selection Committee will check the candidates have presented their candidacy in the established deadline and that they meet the requirements. Following that, they will prepare the provisional list of admission (with reference to excluded candidates and cause of exclusion) and upload it to the Ib-Salut's website and the Institute's website: www.ibsalut.es and www.idisba.es/en.

From that on, all candidates can present complaints or amendments within 10 working days (starting to count the day after the day the list was published).

- b) Final list of admission (with reference to excluded candidates and cause of exclusion): Once those 10 days are passed and every complaint and amendment are resolved, the Selection Committee will prepare the final admission list of candidates (with reference to excluded candidates and cause of exclusion) and upload it to the Ib-Salut's website and the Institute's website: www.ibsalut.es and www.idisba.es/en.

This final admission list will also detail the location, date, and hour for the interviews.

- c) Provisional list of merits: Once the final admission list is published, the Selection Committee will check and calculate the merits presented by the candidates by means of the attached Annex II. After this, the Selection Committee will publish the provisional merits list at the previously mentioned websites.

From that on, all candidates can present complaints or amendments within 5 working days (starting to count the day after the day the list was published).

- d) Final merits list and total score: Once those 5 days are passed and every complaint and amendment are resolved, the Selection Committee will prepare the final merits list and upload it to the Ib-Salut's website and the Institute's website: www.ibsalut.es and www.idisba.es/en.

The total score for the selection process as well as the final preference order will be uploaded along with this list.

- e) Final resolution: Once the selection process is over, the Selection Committee will notify the entities that made the present call and provide them with the final preference order so they can prepare the final resolution that is to be published in the Official Gazette of the Balearic Islands.



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VI. Selection Committee

1. The Selection Committee is formed by the following members:
 - President: Miquel Fiol Sala, Scientific Director of the IdISBa.
 - Spokespeople:
 - Julia García Fuster, Deputy Scientific Director of the IdISBa.
 - Maria Adoración Romaguera Bosch, researcher of the IdISBa.
 - Antonio Gayà Puig, researcher of the IdISBa.
 - Dr. Joan Benejam Gual, urologist of the Manacor Hospital.
 - Dr. Maties Torrent Quetglas, health specialist and responsible of training of the Health Area of Menorca.
 - Dr. Bartolomé Boned Serra, pediatrician of the Can Misses Hospital.
 - Secretary: Carolina Millán Pons, responsible for Human Resources of the IdISBa.
2. As for the abstention and recusal of the members of the Committee Selection, please refer to Articles 23 and 24 of Law 40/2015, 1 October, of the Legal Regime of the Public Sector as well as to Articles 22 and 23 of Law 3/2003, 26 March.
3. Functions of the Selection Committee:
 - a) Verify the deadlines have been met for the submission of applications as well as that the candidates meet the requirements for this call.
 - b) Check and calculate the merits the candidates provided in accordance with Annex II.
 - c) Prepare and publish both the provisional and final lists of admission.
 - d) Prepare and publish both the provisional and final lists of merits.
 - e) Resolve the complaints and amendments that the candidates may present.
 - f) Notify the entities that made this call and present the resolution with the final preference order.
 - g) Any other matter in regard to the development of the process.

VII. Appointment

1. The selected person has one month, starting to count the day after the final resolution is published at the BOIB, to be appointed to the statutory position and sign the pertinent agreement.
2. The appointment as well as the signing of the contract are subject to the condition of the submission of a medical report proving the candidate is physically and mentally able for the new position.



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Carretera Valldemossa, 79 (Hospital Universitari Son Espases, edifici S, primer pis)
07010 Palma

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ANNEX II

MERITS AND SCORE (up to 10 points)

1. **Professional experience regarding care work** (merits in the last 10 years). Up to 0,8 points.

- 0,00666 points per month

2. **Teaching merits** Up to 2 points.

2.1. Training as foundation doctor in the last 10 years. Up to 0,5 points.

- 0,005 points per month as tutor or technician of a teaching unit.
- 0,01 points per month as chief of a teaching unit.

2.2 University training Up to 1,5 points.

- Assistant professor (0,25 points)
- Associate professor (0,5 points)
- University professor (ANECA) or equivalent (1 point)
- Full professor (ANECA) or equivalent (1,5 points)

3. **Research experience.** Up to 4 points.

3.1 WoS publications, according to JCR year publication. Originals, editorials. Up to 1,5 points. (Merits last 5 years)

- First, last or corresponding author: 0,08 points per D1 publication.
- First, last or corresponding author: 0,05 points per q1 publication.
- First, last or corresponding author: 0,03 points per q2 publication.
- First, last or corresponding author: 0,01 points per q3, q4 publication.
- Author in another order: 0,03 per D1 publication.
- Author in another order: 0,01 per q1 publication.
- Author in another order: 0,005 per q2 publication.
- Author in another order: 0,003 per q3, q4 publication.

3.2 Research projects as PI. Up to 1,5 points. (Merits for projects approved in the last 10 years).

- Principal Investigator of an international, public, and competitive project: 0,3 points.



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- Co-PI of an international, public, and competitive project: 0,15 points.
- Co-researcher of an international, public, and competitive project: 0,05 points.
- Principal Investigator of a national, public, and competitive project: 0,1 points.
- Co-PI of a national, public, and competitive project: 0,05 points.
- Co-researcher of a national, public, and competitive project: 0,005 points.
- PI of an international/national, private, and competitive project: 0,05 points.
- Co-PI of a national, private, and competitive project: 0,025 points.
- Co-researcher of a national, private, and competitive project: 0,002 points.
- PI of an autonomous, private, and competitive project: 0,02 points.
- Co-PI of an autonomous, private, and competitive project: 0,01 points.
- Co-researcher of an autonomous, private, and competitive project: 0,001 points.
- Collaborator of national/international non-competitive projects (clinical trials, etc.): 0,001 points.

3.3. Ability to raise competitive funds regarding research, innovation, clinical translation, leadership, etc. Up to 1 point. (Merits last 10 years)

- Funds raised for research (up to 0,5 points):
- Responsible for raising the funds as the PI or co-PI: 0,1 points per every 200.000€ raised.
- Transfer (up to 0,5 points):
- Guides and reports for international agencies (0,1 points if editor or first author; 0,02 points if other author).
- Guides and reports for national agencies, public health services (0,05 points if editor or first author; 0,01 points if other author).
- Scientific books: 0,05 points if first author or editor; 0,01 points per chapter.
- Intellectual property registry: 0,05 points.
- Licensed patent: 0,2 points.
- Leadership in renowned research groups. Up to 0,1 points.

4. **Language knowledge** Knowledge of other languages, different from the official of the Balearic Islands. Up to 0,2 points.

0.1 point per language (C1 level) proved by the pertinent certification or by living for more than 1 year in a country where that language is spoken.



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5. Research project and section of strategic bet for the development of the IdISBa. Up to 2 points.

6. Personal interview Up to 1 point.

The interview will be totally or partially carried out in English.



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Annex II

Registration form for the temporary provision of statutory staff of the health services belonging to the A1 subgroup that depend on any of the different Managements of the Health Area of Mallorca (HUSE, HSLI or GAP Mallorca) and, for the other part, for the hiring as a clinical researcher for the "CLINIC" program within the "TALENT PLUS. Building Health, Creating Value", which is funded by the 2018 Annual Plan of the Tax for Sustainable Tourism

Name:

Surname:

ID number:

Address:

Phone Number:

Email:

I declare that I have come to know the selection process for the temporary provision of statutory staff of the health services and for the hiring as a clinical researcher for the CLINIC program previously specified.

Required documents attached:

Degree certificates. (Document 1)

Doctorate. (Document 1.1)

Copy of ID document. (Document 2)

Updated CV. (Document 3)

Certificate for the completion of Health Specialization Training (MIR or equivalents) (Document 4)

English certificate (Document 5)

Supporting evidence for the education and experience along with the filled self-assessment form. (Specify at the form)

I also declare that:

Carretera Valldemossa, 79 (Hospital Universitari Son Espases, edifici S, primer pis)
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I possess the functional capacity for the performance of the required tasks.

I have not been dismissed or suspended by means of a disciplinary proceeding from any entity of the public sector or from any constitutional or statutory body. Likewise, I have not been under perpetual or special disqualification for public service. The same restrictions apply to those nationals from other states and their status regarding public service in their respective countries.

Thus,

I declare that I have come to know the selection process for the temporary provision of statutory staff of the health services and for the hiring as a clinical researcher for the CLINIC program previously specified.

City and date: _____

Signature



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Annex III — MERITS AND SCORES FORM

Form for the temporary provision of statutory staff of the health services belonging to the A1 subgroup that depend on any of the different Managements of the Health Area of Mallorca (HUSE, HSLI or GAP Mallorca) and, for the other part, for the hiring as a clinical researcher for the "CLINIC" program within the "TALENT PLUS. Building Health, Creating Value", which is funded by the 2018 Annual Plan of the Tax for Sustainable Tourism

FULL NAME		MAX. POINTS	POINTS	ATTACHED SUPPORTIVE EVIDENCE*
1. PROFESSIONAL EXPERIENCE		0.8		
Experience regarding care work (0,00666 p./month)		0.8		
2. TEACHING MERITS		2		
2.1 As foundation doctor in the last 10 years (0.05 p./month if tutor or technician of a teaching unit; 0.01 p./month as chief of it)		0.5		
2.2 University training (assistant professor, 0.25 p.; associate professor 0.5 p.; university professor, 1 p.; full professor, 1.5 p.)		1.5		
3. RESEARCH EXPERIENCE		4		
3.1 Publications according to JCR				
First, last or corresponding author: 0,08 points per D1 publication		1.5		
First, last or corresponding author: 0,05 points per q1 publication				
First, last or corresponding author: 0,03 points per q2 publication				
First, last or corresponding author: 0,01 points per q3, q4 publication				
Author in another order: 0,03 per D1 publication				
Author in another order: 0,01 per q1 publication				
Author in another order: 0,005 per q2 publication				
Author in another order: 0,003 per q3, q4 publication				
3.2 Research projects as PI				
Principal Investigator of an international, public, and competitive project: 0,3 points		1.5		
Co-PI of an international, public, and competitive project: 0,15 points				
Co-researcher of an international, public, and competitive project: 0,05 points				
Principal Investigator of a national, public, and competitive project: 0,1 points				
Co-PI of a national, public, and competitive project: 0,05 points				



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Co-researcher of a national, public, and competitive project: 0,005 points			
PI of an international/national, private, and competitive project: 0,05 points			
Co-PI of a national, private, and competitive project: 0,025 points			
Co-researcher of a national, private, and competitive project: 0,002 points			
PI of an autonomous, private, and competitive project: 0,02 points			
Co-PI of an autonomous, private, and competitive project: 0,01 points			
Co-researcher of an autonomous, private, and competitive project: 0,001 points			
Collaborator of national/international non-competitive projects: 0,001 points			
3.3 Ability to raise competitive funds	1		
Funds raised for research:	0.5		
Responsible for raising the funds as the PI/co-PI: 0,1 points per every 200.000€ raised			
Transfer:			
Guides and reports for international agencies (0,1 points if editor or first author; 0,02 points if another author)	0.5		
Guides and reports for national agencies, public health services (0,05 points if editor or first author; 0,01 points if another author)			
Scientific books: 0,05 points if first author or editor; 0,01 points per chapter			
Intellectual property registry: 0,05 points			
Licensed patent: 0,2 points			
Leadership in renowned research groups	0.1		
4. LANGUAGE KNOWLEDGE	0.2		
Different from the official languages of the Balearic Islands (0.1 point per C1 certific.)			
5. RESEARCH PROJECT – STRATEGIC BET	2		
6. PERSONAL INTERVIEW	1		
TOTAL			

* Please specify in the table each document you attach in order to show evidence to prove your claims.