



Annex I

Call for the hiring of a researcher for the RADIX program in precision medicine, which is funded by the IdISBa-Janssen project

Among other functions, the Institute is entrusted to manage the means and resources for the execution of clinical, basic and applied research programs, technological development, and innovation in the healthcare field.

To carry out these functions, the Institute requires the temporal hiring of a researcher for the RADIX program.

The RADIX program aims to attract research talent so as to promote the hiring of young talented researchers and the learning of transversal competencies (entrepreneurship, leadership, and communication) for carrying out the research tasks related to precision medicine within the Institute's strategic lines of research.

This contract will also grant additional funds to develop the research project (75 000 € divided in three annual payments) as well as funding for the hiring of a research assistant (with an annual cost of 30 000 € for 3 years).

In case of cessation of the RADIX researcher, those researchers involved in their project will also be ceased. No other candidate will be called to fill the position.

For the reasons abovementioned, and in the exercise of the powers attributed to me by Section *i* of Article 28.1 of the current statutes of the foundation, as the Managing Director of the Institute,

I SUMMON

The process for the hiring of a researcher for the RADIX program in precision medicine, within the IdISBa-Janssen project. This process abides by the following requirements, characteristics, and selection criteria:

I. Requirements

- To possess a Doctoral Degree, which had to be obtained between 1 January 2008 and 31 December 2015¹.

¹ In the evaluation of the indicated term, interruptions due to the reasons mentioned below will be excluded:



- To have the Spanish nationality or any other nationality that allows access to the public sector (See Article 57 of the Spanish TREBEP).
- To possess the functional capacity for the performance of the required tasks.
- To have reached the age of sixteen and not exceed the age of compulsory retirement.
- Not to have been granted a RADIX grant previously by the IdISBa.
- Not to have 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, the candidate must not be 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.
- To possess the required degree.
- To present a project on precision medicine and technological innovation that should support any of the lines of research of the IdISBa.

Those who do not comply with all the above requirements will not be considered for this position.

II. Role and functions

- To lead and manage the research team.
- To develop research programs related to their area.
- To develop new lines of research and improve the existing ones.
- To carry out and promote publications of national and international impact.
- To obtain competitive projects.
- To produce and transfer knowledge with an impact on the population health and the health system.

III. Application submission

1. Leave periods derived from maternity or paternity which have taken place in accordance with the protected instances under the Spanish General Social Security Scheme. A one-year extension will be applied for each child.

2. Serious illness or accident, with medical leave equal to or greater than three months. A one-year extension will be applied.

3. Caring for dependent people, in accordance with the provisions established in Law 39/2006, of 14 December, on the promotion of personal autonomy and assistance for dependent people, for a minimum period of three months. A one-year extension will be applied.

These gaps must be noted and verified at the time of submitting the application.

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The applications are to be submitted physically to the Institute's offices or electronically. They can also be submitted to the locations stated in Article 16.4 of Law 39/2015, of October 1, of Common Administrative Procedure of Public Administrations.

If the application is submitted to a location different to the Institute's offices, the applicant must send, within a period of 24 hours, an email to idisba.rrhh@ssib.es attaching the time-stamped form. Similarly, if submitted via registered mail, the applicant must send the time-stamped and signed form to demonstrate it meets the submission deadline.

Submission deadline: 30 working days from the day after the publication date of the present call.

All candidates must present, along with this form, all supporting evidence to confirm their education, experience, etc. regarding both the requirements and the additional qualifications. These will not be taken into account towards the final score if the candidate fails to correctly present the supporting evidence in the stipulated time.

IV. Admission of candidates

Once the window of time for the submission of this form and supporting evidence to take part in the selection process is ended, a resolution will be published on the IdISBa's website. This will announce the provisional list of admitted and excluded candidates (along with the reasons of exclusion).

Excluded and omitted candidates will be given 5 working days (starting the day after the provisional resolution is made public) for them to amend any defects and to provide the necessary documents. If no amends are made, their candidacy will be withdrawn.

Once this period ends, a definitive resolution will be published, announcing the definitive list of admitted and excluded candidates.

V. Reserved posts for people with disabilities

About a 7% of the posts at the Institute are reserved for people with disabilities, as it is established by the Royal Decree Law 5/2015 of the Spanish TREBEP. However, this particular post does not fall under this category.

VI. Assessment Board



Chairman: Miquel Fiol Sala, Scientific Director of the IdISBa.

Spokespeople:

- Gwendolyn Barceló Coblijn, responsible for the Lipids in Human Pathology research group of the IdISBa.
- Joan Bargay Leonart, responsible for the Monoclonal Gammopathies and MDS Syndromes research group of the IdISBa.
- Joan Llobera Cànaves, responsible for the Prevention Activities, Promotion and Cancer research group of the IdISBa.
- Julia García Fuster, Deputy Scientific Director of the IdISBa.
- Antonia Obrador Hevia, responsible for the Advanced Therapies and Biomarkers in Clinical Oncology research group of the IdISBa.

Substitutes:

- Francisco García-Cosío Piqueras, researcher of the Inflammation, Cure and Cancer in Breathing Disorders research group of the IdISBa.
- Felix Grases Freixedas, responsible for the Research on Nephrolithiasis and Biomineralization of the IdISBa.
- Lluís Masmiquel Comas, responsible for the Vascular and Metabolic Diseases research group of the IdISBa.
- Jaume Sauleda Roig, responsible for the Inflammation, Cure and Cancer in Breathing Disorders research group of the IdISBa.

Secretary: Carolina Millán Pons, responsible for Human Resources of the IdISBa.

The Assessment Board may appoint advisors in accordance with the lines of research.

The Assessment Board may declare this call null and void due to the inadequacy of the candidates.

VII. Final resolution

Once the selection process is over, the Assessment Board will prepare the final list of candidates that participated in the selection process, who will be arranged in accordance with their final score. This final list will be published on the Institute's website.

Hiring will take place in accordance with the order of preference of the applicants.



VIII. Type of contract

This is a full-time contract for a specific service for 3 years.

Gross annual income: 40 000 € in 12 payments.

Trial period: 3 months.

IX. Supporting documents

All candidates are expected to present the copies or verified copies of the following evidence to support their education and experience:

- a) Professional experience: certificates signed by the person responsible for the different previous entities where the candidates have offered their services. If this is not possible, it can be certified via contract and employment history report.
- b) Language knowledge: certificate from an official organism (such as EOI, Conselleria, UIB, other universities and other renowned education centers). Apart from the certificate, the C1 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, or by staying for more than one year in research centers where English was the language of communication. The pertinent evidence must be submitted to prove it.
- c) Degree certificate: certified copy (both sides).

Apart from the previously mentioned documents, it is also necessary to present the following documents:

- a) Copy of the ID card or the first page of the pertinent passport.
- b) The Doctoral Degree Certificate, stating the date the doctorate was obtained.
- c) CV including the requirements and indicators required in the present call: *i)* publications, order of authorship, decile and quartile, and indexing in the JCR; *ii)* obtained projects, their call and funding entity, and whether it was as the principal investigator or as a co-investigator.
- d) Copy of the first page of indexed publications.
- e) Participation certificates from research projects, which must be signed by the Managing Director of the pertinent center.
- f) Certificate from the receiving institution of the postdoctoral stay, stating the dates.
- g) Certificates of thesis defense.



These supporting documents will only be taken into account if they are submitted within the submission deadline for this call.

Every piece of supporting evidence must be submitted in the same order that appears in the “Selection procedure” section and must be numbered in that same order along with the self-assessment form that is available at the end of this call.

The supporting evidence must be submitted together with the form for this call. If you originally submitted copies that were not officially verified, you must present the original copies at the interview for us to verify them. Nevertheless, if the Assessment Board decides to carry out an online interview, the original documents for those that had not been previously submitted must be presented in the future following the HR Department's instructions.

X. Selection procedure

The candidates will be requested for an interview. In addition, all candidates are expected to present evidence supporting their education and experience, which will receive a different score according to the following classification:

1. Scientific production (up to 3.5 points)

Publications of research articles. A maximum of ten publications selected by the candidate will be evaluated, which must have been previously evaluated by the candidate in accordance with the template shown in Annex III and with the following scores:

- Original articles that are indexed in the first decile of the Journal Citation Report (JCR):
 - as the first or last author or as the corresponding author: 0.6 points.
 - as other author: 0.15 points.
- Original articles that are indexed in the first quartile of the JCR:
 - as the first or last author or as the corresponding author: 0.3 points.
 - as other author: 0.075 points.
- Other publications different from the previously mentioned that are indexed in the JCR: reviews, short communications, books, chapters of books, protocols, guides, technical reports with ISBN or ISSN:
 - as the first or last author or as the corresponding author: 0.06 points.
 - as other author: 0.02 points.

2. Research projects (up to 1.5 points)

Funded research projects in autonomic, national or international competitive calls in the field of research referred to the present call:



- As the Principal Investigator: 0.5 points per project.
- As the Co-Investigator: 0.25 points per project.

3. Other research merits (up to 1.5 points)

- Research stays and contracts:
 - Contracts as a researcher (equal to or more than 1 year): 0.02 points per month of contract.
 - Postdoctoral stays in research institutions different from the center in which the doctorate was obtained and different from the sending institution (equal to or more than 3 months): 0.2 points per stay.
- Experience as a thesis advisor: 0.5 points per thesis.

4. Language Knowledge (up to 0.5 points)

- B2 certificate in English or Catalan: 0.25 per certificate.
- C1 certificate in English or Catalan: 0.5 per certificate or assimilated knowledge.

5. Assessment of a research project (up to 2 points)

The candidates need to present a report on a health research project related to the line of research. The paper should be 5 pages long in Microsoft Word and should be written in Arial Font Size 11 with single line spacing. The paper size should be DIN A4 and should be single-sided printed.

The quality, viability, and transferability to the clinical practice of the health research project will be taken into account following the next criteria:

- Scientific and technical quality. (up to 0.6 points)
- Viability and opportunity of the proposed project. (up to 0.6 points)
- Impact on the R&D of the IdISBa or the Health Service. (up to 0.4 points)
- Transferability to the clinical practice. (up to 0.4 points)

6. Personal interview (up to 1 point)

During the personal interview, the candidates will need to defend their research projects as well as their abilities for the job position.

The interview may be carried out, totally or partially, in English in order to confirm the candidate's knowledge of the language. This will take place if the candidate fails to submit an official certificate from the EOI, Consejería, UIB or other universities or renowned education centers.



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The Assessment Board may decide to carry out the interview online. In this scenario, the candidates will need to present the original documents for those that had not been previously submitted in accordance with the HR Department's instructions.

The exact date and hour for the interview will be published at the Institute's website: www.idisba.es. In order to set up the times for the interview, the candidates need to confirm their attendance to the interview following the instructions found at the previous website. Not attending the interview will result in the candidate being excluded from the selection process.

XI. Appeals

The Spanish Labor Courts are the competent authority to resolve disputes arising from the requirements set out for this call, in accordance with Law 36/2011, of October 10, regulating the social jurisdiction, without it being possible to file another administrative appeal or any claim to the judicial social way.

February 15, 2021

The Managing Director of the Institute
José Lladó Iglesias



Annex II

Registration form for the hiring of a researcher for the RADIX program, in Precision Medicine, within the IdISBa-Janssen project.

Name:

Surname:

ID number:

Address:

Phone Number:

Email:

I declare that I have come to know the selection process for the hiring of a researcher for the RADIX program of the IdISBa-Janssen project.

Required documents attached:

- Degree certificates. (Document 1)
- Copy of ID document. (Document 2)
- Updated CV. (Document 3)
- Project.
- Supporting evidence for the education and experience along with the filled self-assessment form. (Specify at the form)

I also declare that:

- 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. I am aware the same restrictions apply to those nationals from



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other states and their status regarding public service in their respective countries.

Thus,

I request to be considered for the selection process for the hiring of a researcher for the RADIX in precision medicine, belonging to the IdISBa-Janssen project.

City and date: _____

Signature



Annex III

NAME:								
1. Scientific production								
No.	Score	Journal (Abbrev. Title)	ISSN (ISBN)	Decile (D) o Quartile (Q) or other	First or last signatory or corr. author	Year	Title	Authors
1				1st D / 1st Q / Other	Yes / No			
2				1st D / 1st Q / Other	Yes / No			
3				1st D / 1st Q / Other	Yes / No			
4				1st D / 1st Q / Other	Yes / No			
5				1st D / 1st Q / Other	Yes / No			
6				1st D / 1st Q / Other	Yes / No			
7				1st D / 1st Q / Other	Yes / No			
8				1st D / 1st Q / Other	Yes / No			
9				1st D / 1st Q / Other	Yes / No			



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			Q / Other				
10			1st D / 1st Q / Other	Yes / No			
Total score							

The Journal Citation Report 2016 is to be considered.

Reviews (yes) Submitted (no)

In press (yes) case report, letters (to the editor), editorials (no)

Short communication (yes) Group sign/consortium (no)



Annex IV — SELF-ASSESSMENT FORM

Selection process for the hiring of a researcher for the RADIX in precision medicine, belonging to the IdISBa-Janssen project.				
NAME		MAX. POINTS	POINTS	SUPPORTING EVIDENCE ATTACHED*
1. SCIENTIFIC PRODUCTION				
Publications of research articles (a maximum of 10 publications must be evaluated following Annex III)				
Original articles that are indexed in the first decile of the JCR		3.5		
as the first or last author or as the corresponding author (0.6 points)				
as other author (0.15 points)				
Original articles that are indexed in the first quartile of the JCR				
as the first or last author or as the corresponding author (0.3 points)				
as other author (0.075 points)				
Other publications different from the previously mentioned that are indexed in the JCR (reviews, short communications, books, chapters of books, protocols, guides, technical reports with ISBN or ISSN)				
as the first or last author or as the corresponding author (0.06 points)				
as other author (0.02 points)				
2. RESEARCH PROJECTS				
As the Principal Investigator (0.5 points per project)		1.5		
As the Co-Investigator (0.25 points per project)				
3. OTHER RESEARCH MERITS				
Contracts as a researcher [1 year or more] (0.02 p. per month)		1.5		
Postdoctoral stays in research institutions different from the center in which the doctorate was obtained and different from the sending institution [3 months or more] (0.2 points per stay)				
Experience as a thesis advisor (0.5 points per thesis)				



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4. LANGUAGE KNOWLEDGE			
B2 certificate in English or Catalan (0.25 points)	0.5		
C1 certificate in English or Catalan (0.5 points)			
5. ASSESSMENT OF THE RESEARCH PROJECT	2		
6. PERSONAL INTERVIEW	1		
TOTAL			

* It is compulsory to precisely specify every document attached to this form for them to count towards the total score of the applicant. (e. g.: Catalan C1 level certificate from the EOI Palma).