



Career Plan for the Research Staff at CRM

Bellaterra 2016

The purpose of this document is to define profiles of CRM researchers and to establish appointment guidelines.

Typologies:

A. Visitors, Collaborators, and Distinguished Guests

A.1. Visiting Researchers

Goal: The CRM hosts researchers from any country wishing to stay at the Centre for a period normally ranging between one month and one year, in order to carry out research activities. Such visitors can come to the CRM either by applying through competitive calls or by being invited to participate in a Research Programme or in any other activity organised by the CRM.

Visiting researchers maintain their affiliation and do not sign a contract with the CRM. The Centre provides working space and may also provide financial support for lodging and/or living expenses.

A.2. Scientific Collaborators

Goal: Collaborators develop a specific research project within a fixed period of time, possibly carrying out tasks emanated from partnership agreements with other institutions.

Type of contract: if any, restricted to the execution of a well-defined project for an specified length. Instead of a contract, the relationship may be regulated by a written agreement.

A.3. Distinguished Guests

Goal: Distinguished guests are senior scientists of the highest level in their research field, who are linked with the CRM in order to advise the Director or other researchers about the Centre's policies and programmes, and to help starting new research groups, among other tasks. They may visit the Centre for a limited period of time every year. Agreements remain in force for three-year periods, and financial conditions are negotiated on a case-by-case basis.

B. Hired Research Staff

B.1. Postdoctoral Researchers

Goal: To undertake a research project within a research team of CRM or local university.

Type of contract: one year, renewable for another three years under negotiation. Applicants having obtained their Ph.D. at a local university should have stayed abroad for at least 18 months, unless very exceptional circumstances.

B.2. Pre-tenure Researchers

Goal: To consolidate their own research project, aiming at obtaining a permanent job in a research centre or academic institution.

Type of contract: contract between three and five years, depending on experience and curriculum vitae. Postdoctoral experience of at least three years is required.

Evaluation: An evaluation will be carried out after their second and fourth years. Contract renewal, or upgrading to a permanent contract, and/or salary increases will depend on the result of this assessment.

B.3. Tenure Researchers

Goal: To lead a research team at the CRM.

Type of contract: Permanent contract. Such contracts may initially be issued at a level of full professor (*catedràtic contractat*) or lecturer (*agregat*), depending on experience and research achievements. ICREA researchers belong to this group, although subject to their own regulations.

Evaluation: An evaluation will be carried out after the first three years, and subsequently every six years. Salary increases will depend on the result of this assessment.

C. Students

C.1. Undergraduate or Master's Students

Goal: The CRM can host students of various levels (practicum, bachelor's theses, master's theses, research stages, etc.) for a short period of time for training under the supervision of a researcher.

C.2. Graduate Students

Goal: Doctoral training and completion of a PhD thesis. Candidates should be registered at a doctoral programme of a university. Their advisor/tutor should be a CRM researcher or an external researcher if the thesis topic fits into the areas described in the CRM's Strategic Plan.

Type of contract: grant for the first year and a contract after the second year. The contract might be extended so as to complete the academic year after the thesis defence, subject to a positive report by the advisor.

Contract Guidelines

- Each appointment process will start with an open call made by the CRM Director after approval by the CRM's Scientific Advisory Board.
- Tenure research positions can either be offered at once to successful applicants, or during a tenure-track period, and achieving a positive evaluation.
- Except for the case of tenure researchers, the CRM Director will conduct each evaluation process and its resolution, with the assessment of the CRM Scientific Advisory Board.
- For each call involving tenure or tenure track research positions, a Selection Committee will be appointed, consisting of the CRM Director and three experts nominated by CRM Scientific Advisory Board. A shortlist of eligible applicants will be chosen by this committee, including a report about each one. The shortlist and reports will be made available to the CRM Scientific Advisory Board for possible comments and addendums to produce a final output of the Board. The final decision will be made by

the CRM Director, based on this output. The appointment will require the approval of the CRM's Governing Board or a corresponding subcommittee.

Regulations about the CRM Research Staff

1. Financial support for mobility of postdoctoral fellows

Postdoctoral CRM researchers whose funding resources do not include support for travel costs will receive a yearly amount for mobility from the CRM.

2. Research start-ups

The CRM will offer start-up resources to newly appointed tenure researchers within its budgetary possibilities, while no competitive research project is led by the appointee.

3. Evaluations and salary increases

Pre-tenure researchers will be evaluated after their second and fourth years. Each outcome will be rated poor, satisfactory, or outstanding. If an evaluation is rated poor, the contract will be terminated. Otherwise, the researcher's gross salary will be increased by 5%, subject to budgetary possibilities. A report will be written at the end of each contract.

Tenure researchers will be evaluated after the first three-year period and subsequently every six years. The result of an evaluation may be poor, satisfactory, or outstanding. Two consecutive poor outcomes will result into contract termination. A satisfactory outcome will entitle the researcher to a salary complement, subject to budgetary possibilities, of one research unit (*tram de recerca*) equivalent to a research unit in the public university system. An outstanding outcome will entitle the researcher to a salary complement of 1.5 units. A maximum number of 6 units can be obtained.

In all cases the evaluation of reports will be based on the accomplished research and its adequacy with the CRM strategic plan, which should be known to the research staff at all times.

In case the researcher has obtained one or more units as a result of his/her task with another institution, these will be deducted from his/her CRM salary.

All reports will be assessed by the CRM Scientific Advisory Board.

4. Legal framework

All CRM contracts will be issued under the general regulations stated in the *Conveni col·lectiu per al personal docent i investigador de les Universitats Públiques Catalanes*.

5. Contract annexes

Contracts will include annexes specifying agreements on intellectual property, patents, knowledge transfer, outcomes obtained through other contracts, inner regulations, etc.

This document, "CRM Career Plan" will be joined to contracts of pre-tenure and tenure researchers, who will sign to acknowledge that they have read and understood the CRM hiring policy.

6. The pre-tenure and tenure contracts might be partial-time only in very exceptional circumstances.