



UNIVERSIDADE DA CORUÑA

INTALENT PROGRAM

TERMS AND CONDITIONS OF THE 2022

CALL FOR PROPOSALS

A Coruña, 19 October 2022

The University of A Coruña (UDC), with the support of the company Inditex, promotes this action to attract talent within the framework of the existing collaboration agreement between both entities for the implementation and execution of the InTalent Programme; which is aimed at promoting the incorporation of promising postdoctoral researchers with extensive international experience under the sole criterion of scientific excellence at the UDC.

In recent years, Inditex has been supporting Higher Education institutions, with its commitment to the UDC being one of its distinguishing features. It is for this reason that the company is interested in supporting actions focused on the development of research and knowledge transfer projects to expand, renovate and modernise Higher Education systems, as well as to enhance their entrepreneurial dimension for the benefit of society.

To fulfil its objectives, the UDC has been developing its teaching and research activity, with the main purpose and objective of establishing networks of cultural and scientific exchange and communication among members of the university community and the training of skilled professionals, researchers, university professors and technicians – useful to society – for the benefit of culture and social welfare.

Both entities consider that it is a common interest to promote scientific, cultural and technological cooperation in the field of research and development, and aim at the practical utilisation of knowledge for the benefit of society. To this end, they both are committed to promoting the research capacity of the UDC and making the university a reference for talent attraction by recruiting excellent research personnel with international projection.

This programme aims to encourage the retention and return of researchers who are linked to, or have recently left the UDC, while looking to attract national and international researchers who may obtain international competitive research funding.

All the projects and activities undertaken by the beneficiaries must comply with the provisions of the UDC Research Code of Ethics, as well as with the international principles and current regulations regarding bioethics, animal testing, biosafety, biosecurity, environmental protection, natural heritage, biodiversity and data protection.

I. PURPOSE

1. The InTalent Programme is open to researchers from any country that wish to develop their research activity at the UDC. In this edition, the aim is to orientate the programme towards beneficiaries of an Excellent Science grant. More specifically, the InTalent Programme is focused on attracting researchers who have been awarded a Ramón y Cajal (R&C) grant, funded by the Spanish Ministry for Science and Innovation in the 2021 call for proposals.

2. Therefore, the purpose of the present call is to select three researchers who have been awarded an R&C grant in the 2021 call and who will sign or have already signed an agreement to join the UDC within the framework of their R&C grant. As detailed in this call, selected researchers will be offered a series of specific support measures.

3. This programme also aims to allow the recruited research staff to submit competitive applications to international research calls; especially those promoted by the European Research Council (ERC) and the European Innovation Council (EIC) within the European Framework Programmes.

4. The call will look to achieve the objectives set by the European Union for the recruitment of researchers according to the OTM-R model (Open Transparent and Merit-based Recruitment). The UDC has been granted the “HR Excellence in Research award (<https://www.udc.es/es/investigacion/hrs4r>) by the European Commission, in recognition of universities and institutions that create and promote the establishment of a stimulating and favourable environment for research work.

5. The objective is to provide support to all the excellent research personnel receiving R&C grants, without exclusion and irrespective of their discipline of specialisation. However, the selection process will also take into account the viability of the lines of research within the UDC and the adaptation to those areas of particular interest to the university on the basis of their emergent nature, academic projection and strategic importance in relation to the current University development plan:

a) Areas related to the UDC Research Centres

- CITIC: Centre for Information and Communications Technology Research (<https://citic.udc.es>)
- CITEEC: Centre for Technological Innovation in Construction and Civil Engineering (www.udc.gal/citeec)
- CICA: Advanced Scientific Research Centre, (<https://cica.udc.es>)
- CITENI: Centre for Research in Naval and Industrial Technologies, (<https://citeni.udc.es>)

b) Areas related to the UDC specialisation campuses:

- Industrial Campus (<https://www.udc.es/es/campusindustrial>)
- Innova Campus (https://www.udc.es/es/campus_innova)
- Sustainable Development Campus (https://www.udc.es/es/campus_sustentabilidade)

c) Areas related to the University Research Institutes (www.udc.es/investigacion/institutos_investigacion)

d) Areas related to Social Sciences and Humanities

II. CHARACTERISTICS

1. The characteristics of the specific measures outlined in this call will be applicable to the three researchers receiving an R&C grant who sign or have already signed an agreement to join the UDC and who are selected for the InTalent programme as a result of this call.
2. A financial incentive has been established for the recruitment of personnel selected under this call. Researchers will be paid a salary of up to €60,000 per year (including gross salary, social insurance and an end-of-contract compensation). This payment will be received from the award of the InTalent grant but not before the commencement of the contract. It will be received during the period of the Ramón y Cajal grant and will expire at the same time.
3. The selected research personnel will receive complementary aid to establish their own line of research, which will be granted as a single, one-off payment of €40,000, after the award. This is additional funding regarding the one included in the R&C grant and aims to ensure the continuity of the research activity of those R&C researchers joining the UDC until they successfully raise funds through competitive calls. As such, it is expected that they will have to spend these additional funds during the first two years of their contract.

This additional funding will be granted to cover the duly justified expenses for:

- the purchase, hire, transfer, maintenance or repair of scientific and technical equipment, including technical hardware and software, bibliographic material, consumables, supplies, and similar products;
- the adaptation of scientific and technical infrastructures;
 - travel expenses and allowances, training course attendance, registration fees and costs associated with organising scientific congresses, seminars and conferences;
- the costs associated with the use and access to Unique Scientific and Technical Infrastructures (ICTS) included in the official map approved by the Council for Scientific, Technological and Innovation Policy and large national and international scientific facilities;
- the application costs as well as other costs associated with maintaining industrial and intellectual property rights that arise from the action, costs associated with patent licence and the technical know-how under license acquired from external sources at market prices;
- the hiring of personnel and the costs associated with consultancy and technical support for research, innovation and the transfer of results;
- the costs associated with the publication and dissemination of results, including those that may be incurred from publication in open-access journals;
- the other costs directly associated with the implementation of the activity, such as the use of the central and general research services of the entity.

4. In addition, each researcher will receive an assistance grant of up to €1,000 as a one-off initial payment upon starting the contract.

5. Throughout the duration of the contract, the research personnel selected will be given specialist advice and assistance by the UDC Office of Research and Knowledge Transfer (OTRI), which will act as the body in charge of managing the InTalent Programme and will ensure the right environment at the UDC to carry out excellent.

6. The InTalent research programme is financed under the budget heading: 0505470138 541A 64000. The maximum amount allocated for the financing of the InTalent Programme for this call will be €250,000. If necessary, the UDC will co-finance the salary established in this call with its own resources.

III. ELIGIBILITY CRITERIA

The applicants must meet the following requirements:

- Applicants must hold a doctorate degree.
- Applicants must have been selected in the 2021 call for Ramón y Cajal grants from the State Research Agency.
- Applicants must meet the requirements established in the 2021 call for R&C grants for incorporation into the UDC.
- Applicants must sign or have already signed the agreement for their R&C grant with the UDC.

Since at the time of publication of this InTalent call, the decision to award the R&C 2021 grants has not been published yet, any person who has been selected in the provisional proposals for the R&C 2021 grants may apply to this call, although the final award of the grants corresponding to this InTalent Programme call is subject to the final award of the R&C grant and the conclusion of beneficiary's contract with the UDC.

IV. SUBMISSION OF APPLICATIONS

1. The application period is 10 working days from the day following the publication of this call for applications on the UDC website.

2. Applications shall be submitted through the UDC's Online Portal (https://sede.udc.gal/services/electronic_board), and shall be addressed to the Vice-Chancellor for Science Policy, Research and Knowledge Transfer.

3. Applicants must provide the following documentation:

a) The administrative form (Annex 1). In this document, in addition to personal data about the applicant, the applicant must provide links to any database(s) or scientific register containing their updated scientific production (Orcid, Research Gate, Scopus, Web of Science, Google Scholar).

- b) A declaration of responsibility (Annex 1) regarding the accuracy of all the information provided in the application, as well as a signed commitment form stating that, in the event of being selected, the researcher will apply to joint calls by the ERC, the EIC and other international calls through the UDC, for the duration of the contract.
 - c) A summary of the research career and the main research line presented by the applicant to the R&C 2021 call.
 - d) The summarised curriculum vitae submitted by the applicant to the R&C 2021 call.
 - e) The final evaluation report of the R&C 2021 grants.
 - f) Any other document that the applicant considers to be of interest for the assessment of their application, as well as all updated merits since the submission of the applicant's summarised curriculum vitae to the R&C 2021 grants.
4. The application must be written in English, Spanish or Galician.
 5. For the purpose of the evaluation procedure, only the information contained in the documentation provided before the submission deadline will be considered.
 6. Applications which fail to meet the terms of this call, fail to meet the eligibility criteria, and/or which are found to contain fraudulent, misleading and/or partial information, will be automatically excluded from the selection process.
 7. The submission of an application shall be deemed as the understanding and acceptance of these terms and conditions, as well as the applicant's consent for the publicity and processing of the personal data contained therein as well as the consent for the transfer of the data collected to third parties for processing for statistical purposes or for the purposes of historical or scientific research, within the framework of Organic Law 3/2018, of 5 December, on the Protection of Personal Data and digital right guarantee (BOE n.º 294, of 6 December 2018).

V. RECTIFICATION OF INACCURACIES AND OMISSIONS

1. Following the close of the applications period, the UDC Technology Transfer Office (OTRI), as the service in charge of coordinating the programme, shall issue a resolution approving the provisional list of selected and excluded applicants. Excluded candidates will be given five working days from the publication to appeal the decision for their exclusion.
2. This resolution will be published on the Official Bulletin Board (TEO) on the UDC's Online Portal (https://sede.udc.gal/services/electronic_board). The provisional inclusion of an applicant will not be construed as an acknowledgement of meeting the requirements for participation in the selection process.
3. Upon expiration of this period, the applicants who fail to rectify the inaccuracies or omissions detected in their proposal will be considered to have withdrawn their

application under the terms established in Article 68 of Law 39/2015, on the Common Administrative Procedure of the Public Administrations (BOE no. 236, of 2 October 2015). The definitive list of admitted and excluded applicants will be published on the TEO.

VI. APPLICANT PROFILE AND ASSESSMENT CRITERIA

1. Applicant profile. The call is open to all PhD holders who meet the requirements set out in Section III. The basic profile characteristics to be met by the applicants to be considered are specified below:

- The applicants must demonstrate an excellent research career in recent years as well as the capacity to generate new knowledge.
- Likewise, each applicant must have the potential to be an independent researcher and provide evidence of their professional maturity and promising scientific career.
- Lastly, for an applicant to be considered, they must show they are able to, and are interested in, participating in international calls for excellent science, such as those promoted by the European Research Council (ERC Grants), and the European Innovation Council (EIC), or in other competitive calls from the Horizon Europe Programme or from other international agencies.

2. The applications will be evaluated in accordance with the following criteria:

a) Excellence of the applicant's scientific career. The following will be assessed: The relevance and contribution of the applicant's work in articles published in scientific journals (citations, impact indexes, etc.), books or chapters in scientific and technical books, papers presented at conferences, patents granted or licensed, and, in general, any other contribution that allows the different aspects of the research to be assessed, including technology transfer. This evaluation will be carried out in accordance with the general evaluation criteria for the Incentive Programme for the Incorporation and Intensification of Research Activity (I3 Programme), indicated in Annex I.2, letters a) to f) of the Resolution of 20 July 2005 (BOE of 26 August). Scoring: 0 to 40 points.

b) International activity. Applicants will be assessed based on their direct involvement in international programmes, projects or contracts, as well as on the funding obtained through competitive international calls and international mobility (pre- or post-doctoral experiences in countries other than the applicant's country of origin, etc.). Scoring: 0 to 20 points.

c) Interest and quality of the lines of research developed. The motivation, excellence and impact of the proposed research will be assessed, as well as the feasibility of its development, implementation and the coherence and importance of the proposal for the applicant's research career. Assessment will also take into account the appropriateness of the proposed research in terms of the objectives of the InTalent Programme, especially with regard to the ability of the applicant to obtain funding from other international

competitive calls for Excellent Science. The positive scientific and social impact of the applicant's incorporation into the UDC will also be assessed. Scoring: 0 to 20 points.

d) Leadership regarding the line of research and generation of new knowledge based on their scientific and professional experience, as well as the independence of the applicant in their career. This will be assessed through different aspects such as the management of research work (direction of researchers in training, principal investigator in scientific publications, doctoral theses, etc.), the relevance and recognition of their line of research (invitation to international congresses, plenary lecturer, prizes, mentions and distinctions), the applicant's fundraising capacity (funding obtained as principal investigator of projects, contracts, etc.), their participation in knowledge networks, and any other aspect that allows for the assessment of merits related to independence, relevance and leadership regarding the line of research presented by the applicant. The applicant's capacity to lead a project under the Horizon Europe framework programmes, especially those promoted by the ERC or the EIC, will be specially considered. Scoring: 0 to 20 points.

3. All merits outlined in this section will be assessed in light of the number of years that have passed since the applicant's award of their PhD so as to evaluate the achievements attained in terms of their experience, the future of their research career, and their ability to submit successful future proposals to other national and international competitive calls for Excellent Science, such as those mentioned in previous sections.

VII. ASSESSMENT OF APPLICATIONS

1. The applications will be assessed in accordance with the aforementioned criteria established by the Evaluation Committee, which will be integrated by the Vice-Chancellor for Science Policy, Research and Knowledge Transfer, or his delegate, who will act as chairperson of the Committee, and four other experts with recognised prestige, either from the UDC and/or from other scientific institutions, who will be appointed by the Chancellor of the UDC. The Scientific Coordinator of the InTalent Programme shall advise the Commission and participate in its meetings in an advisory capacity but without voting rights, in order to assist its members in the selection of candidates.

2. The Evaluation Committee will decide on a provisional list of selected applicants, and, where appropriate, will reserve candidates, in accordance with the overall score obtained by each applicant. This decision will be published on the TEO, so that applicants may submit any claim as they deem appropriate within five working days. The Evaluation Committee shall review all the claims submitted.

3. Reserve applicants will be listed in descending order of the overall score obtained in the evaluation.

VIII. RESOLUTION OF THE PROCEDURE

1. Following the review of any claims received, the Evaluation Committee will forward the corresponding proposal to the university Chancellor, who will issue the final decision regarding the selected applicants. This decision will be published on the TEO.
2. The selected applicants must present all documentation accrediting all the requirements stated in their application within a maximum period of ten working days from the publication of the final decision. Non-certification or incomplete certification of the requirements will result in the definitive exclusion of the applicant and they will be substituted by the corresponding applicant on the reserve list.
3. This is a definitive decision and exhausts all available administrative remedies. An appeal for reconsideration may be lodged against this decision with the University Chancellor within one month from the day following the publication of the resolution on the TEO, in accordance with the provisions of Articles 123 and 124 of Law 39/2015 of 1 October, on the Common Administrative Procedure of the Public Administrations (BOE no. 236, of 2 October 2015), or a judicial review appeal may directly be filed before the Court for Contentious Administrative Proceedings within two months from the day following the publication of the resolution on the TEO, in accordance with the provisions of Article 46 of Law 29/1998, of 13 July, regulating the jurisdiction for judicial review (BOE no. 167, of 14 July 1998).
4. The selected researchers shall join the UDC within the deadlines laid down for the commencement of the contract for the R&C grants corresponding to the 2021 call.

IX. OBLIGATIONS OF THE BENEFICIARIES

1. The beneficiary of this grant shall undertake to comply with the specific norms and obligations established in this call and to send to the Vice-Chancellor for Science Policy, Research and Knowledge Transfer any information that may be required regarding the development and execution of the contract.
2. Since they have also been awarded an R&C grant, the beneficiary shall also comply with all the specific norms and obligations established in the 2021 call for applications for Ramón y Cajal grants.
3. In addition, the following are established as specific obligations of the beneficiary during the duration of the contract:
 - The development of their line of research at the UDC in accordance with the requirements of the Ramón y Cajal grant awarded.
 - The compliance with the general norms and obligations for research personnel established by the UDC.
 - The collaboration and preparation in training and dissemination activities, both regarding their research project and the InTalent Programme.

- The participation in forums and committees for the improvement and evaluation of any activity related to the InTalent Programme.
- All references in the media, congresses, publications, etc. related to the research carried out under this contract shall expressly mention Inditex and its funding through the InTalent Programme.
- The submission through the UDC of at least one application to an ERC call within the period of the contract. Should this application be successful, the beneficiary must develop their project at the UDC. The breach of this commitment by the beneficiary will result in the forfeiture of their salary and of all the funding granted in this call and in the obligation to reimburse the amounts received in full, unless otherwise specifically agreed upon between the beneficiary and the UDC. This requirement will also be considered fully met when, by mutual agreement between the beneficiary and the UDC, the application is not submitted to the ERC grants, but to another call of similar prestige with a project coordinated by the applicant.

X. BREACH OF THE CONTRACT

Concealment or falsification of information, or failure to comply with the requirements and obligations established in this call, as well as the conditions established in the corresponding resolutions (where applicable), will be grounds for contract termination and will result in the full reimbursement of the payments received.

XI. INCOMPATIBILITIES

All contracted personnel must inform the UDC with regard to the receipt of any other grants, subsidies, incomes or resources as soon as they receive notice thereof, and always prior to the reporting of expenses for reimbursement.

The beneficiaries of the InTalent programme shall not also simultaneously be beneficiaries of the “R&C berce” Programme at the UDC. However, those measures under “R&C berce” programme improving the provisions of the present programme shall be directly applicable to the beneficiaries of this call.

XII. NOTIFICATIONS

In accordance with the provisions of Article 45 of Law 39/2015 of 1 October, on the Common Administrative Procedure of the Public Administrations, and in accordance with Articles 13 and 14 of the Regulation governing creation and development of the UDC’s Online Portal, published in the DOGA no. 241 of 17 December 2014, notifications shall only be through publication on the TEO.

XIII. APPEALS

An appeal for reconsideration may be lodged with the University Chancellor within one month, in accordance with the provisions of Articles 123 and 124 of Law 39/2015 of 1 October, on the Common Administrative Procedure of the Public Administrations, or a direct judicial review appeal may be filed within two months, in accordance with Article 46 of Law 29/1998, of 13 July, regulating the jurisdiction for judicial review.

A Coruña, 19 October 2022

The Chancellor of the University of A Coruña