MIGUEL HERNÁNDEZ UNIVERITY OF ELCHE

ACADEMIC-RESEARCH CAREER DOCUMENT

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STRUCTURE OF THE ACADEMIC-RESEARCH CAREER AT THE MIGUEL HERNÁNDEZ UNIVERSITY

This document must be considered alongside the *Professional Alternative Careers* included in the *Basic Research Training Plan of the UMH*, the *Regulation for the recruitment of Research Staff of the UMH* and *Mobility aids for researchers*, inasmuch as the first two stages of the academic-research career described herein (R1 and R2) are shared by both paths. The end goal of the last two stages of the academic-research career (R3 and R4) described in this document is to incorporate independent and stable researchers who are leaders in their respective field of knowledge to the Teaching and Research Staff (PDI) of the UMH. It is worth noting that at any point the career started at the UMH can be furthered in any other national or international university while observing the specificities of each institution, community or country – which are not mentioned in this document.

CONTENTS

1.- Summary of the academic-research career of the UMH.

BACHERLOR'S DEGREE	MÁSTER'S DEGREE	R1	R2	R3	R4
		Stage I	**Stage II**	**Stage III**	**Stage IV**
		Doctoral training	Postdoctoral training	Independent line of research	Independent and established research
		Early stage researcher	Recognised researcher	Established researcher	Leading researcher in their field
		Predoctoral researcher	Postdoctoral researcher	Addition to the PDI workforce with a commitment of stability and promotion	Worker recruited by the university or by another government-funded institution, with a permanent connection to the UMH
		Art. 21 of the Science, Technology and Innovation Act Predoctoral contract	Art. 22 of the Science, Technology and Innovation Act Contract of access to the Spanish system of science and technology	Art. 23 of the Science, Technology and Innovation Act Distinguished researcher contract PhD assistants PhD lecturers	Art. 25 of the Science, Technology and Innovation Act Professional career of research staff hired by other government-funded institutions
4 years	1-2 years	4 years	5 years	8 years	Consolidation

Academic-research career at the UMH

Science, Technology and Innovation Act: Spanish Law 14/2011, of 1 June, on Science, Technology and Innovation (Official State Gazette 02/07/2011)

2.- Profiles.

R1 researcher - Stage I. Research staff in training	
Researcher in the first stage. Individuals doing research under supervision in the Departments and Institutes of the UMH or companies with agreements with the university, including doctoral candidates.	
NECESSARY SKILLS	**DESIRABLE SKILLS**
To conduct research under supervision. To show expertise in a certain field of study. Critical analysis and idea assessment and summary abilities. The capacity to convey research results and their value to their research colleagues. To show initiative to develop knowledge, research methodologies and discipline.	To develop integrated abilities of scientific language, communication and other university environment skills in an international context.
	REQUIREMENTS
	300 ECTS credits, at least 60 of which must be from a university master's degree level To be admitted and formally registered for a doctoral programme

R2 researcher - Stage II. Postdoctoral researcher
Recognised researcher. PhD holders who are not yet fully independent or researchers with an equivalent level of experience and expertise.

NECESSARY SKILLS	DESIRABLE SKILLS
To show systematic understanding of a field of study and mastery of the research associated with said field. To have the ability to envisage, design, implement and adapt a substantial research programme with integrity. To provide contributions with original research that expands the frontier of knowledge due to its execution, innovation or implementation. To have registered a peer-reviewed national or international publication or patent. Critical analysis and new and complex idea assessment and summary abilities. The ability to communicate with their peers, explaining the result of their research and its value to the research community. Responsibility and management of their own professional progress, establishing realistic and achievable professional goals. Being the co-author of statements in workshops and conferences.	To know the plans of private companies and other related fields of employment. To understand the value of their research work in the context of products and services for companies and other related fields of employment. The ability to communicate with the community and with society as a whole on their fields of knowledge and experience. To promote technological, social or cultural progress in a knowledge-based society. The capability to act as a mentor for Stage I researchers, helping them be more effective and successful in their research

	career.
	REQUIREMENTS
	Doctoral degree.

R3 researcher - Stage III. Independent researcher	
Established researcher. Researchers building an independent career.	
NECESSARY SKILLS	**DESIRABLE SKILLS**
To have an accredited reputation based on excellence in research in their scientific field.	To collaborate with relevant research groups.
To actively contribute to the development of knowledge, research and innovation through partnerships and collaborations.	To communicate their research effectively to the scientific community and society as a whole.
To identify research problems and opportunities within their field of expertise.	The ability to innovate in their approach to research.
To search for suitable research methodologies and approaches.	The ability to create research consortia and to obtain research funds and resources from research bodies or companies.
To perform research independently.	
Leadership skills in collaborative research projects, cooperating with their peers and the project's partners.	
To publish documents as the lead author.	To be committed to developing their own professional career.
To organise workshops, scientific and/or professional seminars or conference sessions.	To act as mentors of young researchers.
	REQUIREMENTS
	To have one of these credentials:
	PhD lecturer
	Senior university lecturer

	I3 certificate

R4 researcher - Stage IV. Established researcher, senior lecturers, directors and scientists.
Leading researchers in their field of research or branch of knowledge.

NECESSARY SKILLS	DESIRABLE SKILLS
To have an international reputation based on excellence in research in their field. To show critical judgement in identifying and executing research activities. To provide an advanced contribution to their field of research or to cover several fields. To develop a strategic vision on the future of the field of research. To recognise the broadest applications of their research. To publish and present influential documents and books as the lead author. To belong to workshop and conference organisation committees of a national and international scope. To deliver conferences as a guest speaker at events of a national and international scope.	To be an expert in leadership and the management of research projects. To have a recognised record securing research funds and significant resources. The ability to manage and organise a team in the long term (professional careers for researchers and obtaining funds for the team's positions). To be an excellent communicator and networker both within and outside the scientific community. The ability to create an innovative and creative environment. To act as a model of professionalism for other researchers.

3.- Predoctoral contract (R1)

Purpose: to perform research tasks in the scope of a specific and innovative project.

Contract in a public or private call

Goals:
• To train PhD holders by financing work contracts, in the shape of contracts for research staff in training.
• To encourage labour insertion.
• To facilitate mobility.
• To increase the number and quality of new PhD holders by having them complete their doctoral theses.

Requirements:
• A bachelor's degree, engineering or architecture studies, or university degree of at least 300 ECTS credits (a master's degree with at least 60 credits).
• Admission to a doctoral programme

Characteristics:
• Predoctoral research staff in training.
• One-year contract which can be extended for one-year periods with a favourable report by the Academic Committee of Doctoral Programmes (CAPD).
• Duration of the initial contract and the extensions: maximum four or five years (depending on the circumstances of the petitioner). Temporary disability, risk during pregnancy, maternity, adoption or fostering, risk during breastfeeding and parenthood will not subtract time from the duration of the contract.

PROGRAMMES

UMH-specific programmes. Vice-rectorate for Research. Annual call.
Regional programmes
-    Subsidies for the recruitment of predoctoral research staff
-    Subsidies from the Santiago Grisolía programme
State Training subprogramme
-    University teaching staff training (FPU)
-    Doctor training (FPI)
-    Predoctoral contracts for training on health research (PFIS)
Excellent Science H2020
-    MSC Innovative Training Networks (ITN)
-    European Training Networks (ETN)
-    European Industrial Doctorates (EID)

- European Joint Doctorates (EJD)

4.- Postdoctoral contract (R2).

Purpose:
To perform research tasks focused on obtaining a high level of professional perfection and specialisation that lead to the consolidation of professional experience.

Characteristics:
• Teaching and research staff.
• Contract duration no less than one year and no more than five.
• Collaborating with teaching tasks: a maximum of 80 hours a year at the UMH.
• After completing the second year, the research activity or accreditation processes may be evaluated. The passed evaluation and accreditations will be taken into account for the purpose of considering the research merits in the positive assessment required to be recruited as a PhD lecturer.
• If the accreditation or evaluation is negative, the research activity conducted may be subjected to a second evaluation before the contract or its extensions come to an end.

Requirement:
• Doctoral degree

PROGRAMMES

Regional programmes:
- Subsidies for the recruitment of research staff in a postdoctoral stage
State Training subprogramme
- Juan de la Cierva. Training
State recruitment subprogramme
- Juan de la Cierva. Recruitment
- Ramón y Cajal
- Beatriz Galindo (junior)
Excellent Science H2020
- MSC Individual Fellowships (MSC-IF)
- Starting Grants (StG)

5.- Promotion and stability of researchers through several forms of recruitment (R3).

Characteristics:
• Teaching and research staff.
• Recruitment through forms that either establish a permanent connection to the institution (PhD lecturer), or commit to offer a path towards promotion and stability once the contract comes to an end (PhD assistant) as long as the corresponding accreditation is obtained.
• Full incorporation to Centre Boards and Department Boards.
• 16, 24 or 32 credits recognised in the Teaching Management Plan (POD) depending on research and transfer achievements.
• The possibility to coordinate accredited research units or groups at the UMH.

Purpose:
Permanent incorporation to the Teaching and Research Staff (PDI) of the UMH.

Requirements:
• Accreditation as a PhD lecturer or senior university lecturer.
• Passing the I3 evaluation.

PROGRAMMES

Ramón y Cajal state subprogramme of incorporation.

Programme for the support of researchers with talent - GenT plan
- Subsidies for the recruitment of PhD researchers of excellence to develop a research, development and innovation project in the Valencia region (CIDEGENT)
- Subsidies for the recruitment of PhD holders with international experience (CDEIGENT)
- Subsidies for scientific excellence of junior researchers (SEJIGENT)

5.1.- UMH programmes for the recruitment and stability of R3 teachers and researchers

As a foundation for its human resources strategy for researchers (HRS4R), on xxxxxxxx of 2021, the UMH passed new regulation for the recruitment of research staff which includes actions aimed at implementing recruitment procedures based on the principles of transparency, publicity and merit. Noteworthy among these actions was designing an academic-research career at the UMH, with the goal of adding young researchers recruited through highly competitive calls to its teaching staff. Every year, the Governing Board of the UMH approves public employment offers (OEP) that ensure a minimum annual quota to tend to the demands of the institution, which is reflected in the budget of the UMH for the following year. As an essential part of the teaching staff policy at the UMH, a framework of teaching and research staff must be put together that makes it possible to adequately respond to the university's future academic and research challenges. To do so, actions and programmes that enable the recruitment of teaching staff must be implemented to cover teaching needs, focusing on providing stability and promoting existing teaching staff. This allows the required progression of their academic career, with programmes that allow the creation of openings for new teaching and research staff in their related strategic lines.

The programme of the UMH for providing stability to teachers and researchers is structured along two paths: one for existing teaching staff (**I**), and another for researchers recruited through highly competitive calls (**II**), except for the Ramón y Cajal state programme, who by law are reserved 15% of the spots in the annual OEP of all Spanish universities.

I. This path enables the promotion and stability of PhD assistants, recruited interns and associates who have the corresponding accreditation, through a tender for the recruitment of PhD lecturers.

When the number of applications surpasses the available number of spots, they will be prioritised in accordance with the seniority of their accreditations.

II. This second path allows for a connection to the UMH that can be consolidated for researchers who have the I3 certificate and the accreditation as PhD assistant or PhD lecturer. For either PhD assistant or PhD lecturer, the connection is made effective through a recruitment tender depending on the applicant's accreditation. Eligible candidates will be those arriving from the following programmes:

1. Researchers from Excellent Science programmes of the European Union

2. Researchers from the GenT programme of the Generalitat Valenciana (regional government)

3. Researchers from the Beatriz Galindo programme

4. Researchers from the Marie Curie programme

5. Researchers from the Juan de la Cierva programme

All the regulation and the vast majority of documents linked to the public tender, promotion and stability procedures of PDI, as well as future amendments of these provisions, are of public access on the website of the Department of Teaching and Research Staff.

5.2.- Stability plan for R3 researchers from the Ramón y Cajal programme

The goal of the Ramón y Cajal aids is to promote the incorporation of Spanish and foreign research staff with an outstanding career in R&D centres. This is achieved by, on one hand, granting five-year aid for their employment and additional funding to carry out the research activity at hand, and on the other, granting aid for the creation of permanent jobs among the agents of the Spanish Science, Technology and Innovation System benefitting from these aids.

The aid for the creation of permanent jobs consists of economic funding from a budget item of the Vice-rectorate for Research for each of the awarded Ramón y Cajal jobs.

The following requirements must be met in order to receive this aid:

a) The permanent job must be created in the field of knowledge of each aid for said recruitment.

b) The conditions of the permanent job created must include compliance with the quality requirements of scientific-technological production and activity that entail a notable research career pursuant to Appendix II of the Resolution of 20 July 2015, of the Secretariat of State for Universities and Research, which establishes the assessment criteria in the Programme of Incentives for the incorporation and strengthening of research activity (I3 programme), or other criteria that replace these if this resolution is repealed.

c) These positions must be filled after the result of assessing the follow-up report of the first four years of recruitment aid is released. If the positions are filled after the recruitment aid expires, the deadline for filling them will be nine months from the day after said aid expires. However, if a person has an indefinite contract since the beginning of the recruitment aid or while it is in effect, the requirement to receive the aid will be for said person to have passed with a Favourable or Excellent result the scientific-technical follow-up corresponding to the first four years of the aid.

Since the approval of Spanish Law 3/2017, of 27 June, on the General National Budgets for the year 2017, within the replacement rate limit of the University Chairs, Senior

University Lecturers and PhD lecturers, which is set at 100%, each university must reserve at least 15% of the total amount of jobs offered for the incorporation of PhD research staff that has completed the Ramón y Cajal programme and has obtained the I3 certificate (article 19.One.2.J) in the category they are accredited in.

This offer must be included in the OEP that is approved every year by the UMH.

5.3.- Programme for the support of ERC candidates and finalists

The international prestige associated with the ERC Grants is increasing, both for beneficiary researchers as well as the scientific institutions that host them. Obtaining projects funded by the ERC is currently one of the priorities of the UMH in the field of research. In this context, the UMH decided to initiate a programme of support for excellent science, managed by the Research Management Service (SGI-OTRI) and with the collaboration of the Network of Valencian Universities for the promotion of Research, Development and Innovation (RUVID), which encourages UMH researchers to submit proposals to the ERC to increase their chances of success.

Its specific measure include:

a) Technical support in producing a proposal for any of the ERC grants.

b) A mentoring programme by way of the RUVID which allows researchers with experience assessing proposals to advise UMH researchers in producing/writing their applications, as well as those who have passed the first step of evaluation.

c) Negotiating economic incentives while producing the ERC project that allow the total wages of the researchers in charge of these projects to be fully competitive on a national level.

The programme has flexibility to negotiate these conditions, and to add others that respond to the specific needs of each researcher. The Vice-rectorate for Research of the UMH commits to study suggestions and proposals of ERC beneficiaries in order to improve the programme for the support of candidates and those who have passed the first step of evaluation.

6.- Internal R4 promotion programme

Pursuant to the second additional provision of Spanish Royal Decree-Law 10/2015, of 11 September, which modifies article 62.2 of Spanish Organic Law 6/2001, of 21 December, on Universities, the UMH includes in each of its annual OEPs a series of PDI jobs via a process of internal promotion, which entails establishing an order of precedence in the application of the criteria and rules established in the relevant regulation approved by the Governing Board of the UMH, which is updated annually and is summarised below:

1. Creation of university professor jobs.

The goal is to promote PDI of the UMH from the senior university lecturer or community college professor levels. When allowed by the number of openings in the annual OEP, a minimum of one job will be created per branch of knowledge. When more than one job per branch can be created, the applications will be prioritised depending on the seniority of the accreditation as university professor.

2. Creation of senior university lecturer jobs.

The goal is to promote PDI of the UMH from the PhD lecturer level. When the number of this type of jobs in the annual OEP is lower than the number of applications, these will be prioritised depending on the seniority of the accreditation as senior university lecturer.

The Vice-rectorate with powers over the teaching staff will issue a call each year, so that applicants may request their respective departments to create a job in the category they belong to.