

MIGUEL HERNÁNDEZ UNIVERSITY OF ELCHE ACADEMIC-RESEARCH CAREER DOCUMENT



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



This document must be considered jointly with the Alternate Professional Careers included in the Basic Training Plan for Researchers of the UMH, the Regulation for Recruiting Research Staff of the UMH and Aid for mobility for researchers, as the first two stages of the academic-research career described herein (R1 and R2) are the same for both paths. The goal of the last two stages of the academic-research career (R3 and R4) detailed in this document are for independent, reliable and leading researchers in their field of knowledge to join the Teaching and Research Staff (PDI, in Spanish) of the UMH. Students may continue a career initiated at the UMH in any other university, whether Spanish or international, following the particularities of each institution, community or country. These particularities are not addressed in this document.

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1. FRAMEWORK OF AN ACADEMIC-RESEARCH CAREER AT THE UMH

BACHELOR'S DEGREE	MASTER'S DEGREE	R1	R2	R3	R4
		Phase I	Phase II	Phase III	Phase IV
		Doctoral Training	Post-Doctoral Training	Independent line of research	Independent and consolidated research
		FIRST STAGE RESEARCHER (UP TO THE POINT OF PHD)	RECOGNISED RESEARCHER (PHD HOLDER)	ESTABLISHED RESEARCHER	RESEARCHER LEADING THEIR RESEARCH AREA OR FIELD
		Art. 21 LCTI <i>Pre-doctoral contract</i>	Art. 22 LCTI <i>Contract to access the Spanish system of science and technology</i>	Art. 23 LCTI <i>Outstanding researcher contract</i> <i>Assessing stabilisation as Research Staff hired by other government-funded institutions</i>	Art. 25 LCTI <i>Professional career of Research Staff hired by other government-funded institutions</i> <i>Research Staff hired by other government-funded institutions</i>
		Art 49-LOU <i>Assistant - non-PhD -</i>	Art 50-LOU <i>PhD Assistant</i>	Art 52-LOU <i>Temporary PhD</i> <i>Assessing stabilisation as part of the PDI</i>	Art 56-LOU <i>Full University Lecturer and Professor</i>
		Research staff - in training - PDI - in training -	Research staff - junior PDI - in training -	Research staff - senior PDI - with a permanent contract -	Research staff - public officials PDI - university educational bodies -
4-6 years	1-2 years	4 years	5 years	Duration agreed by the parties. Can be permanent	Consolidation

Carrera académica-investigadora en la UMH

■ APPLICABLE REGULATION

-Organic Law 6/2001, of 21 December, on Universities.

-Spanish Law 14/2011, of 1 June, on Science, Technology and Innovation.

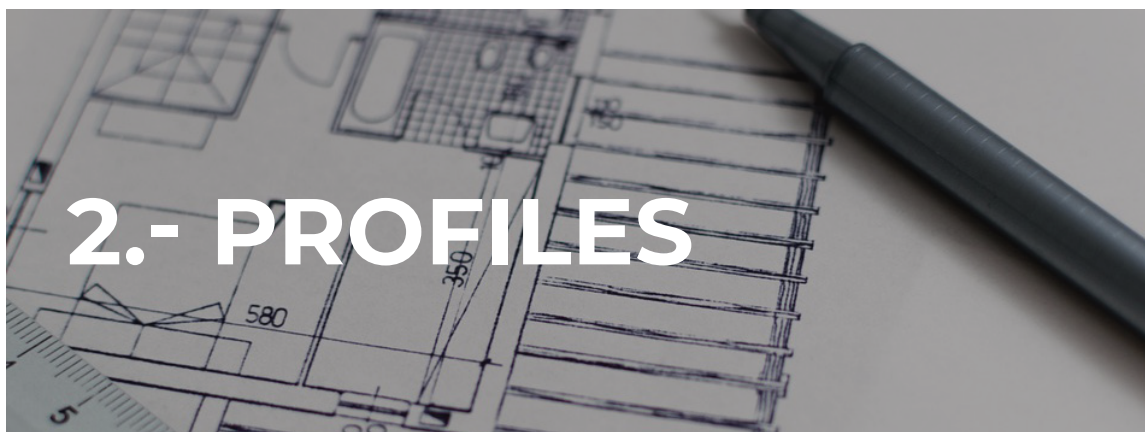
-*Royal Decree 103/2019*, of 1 March, which approves the Statute of pre-doctoral research staff in training.

UMH regulation:

-Agreement of the Governing Board of this university from 27 April 2016, which approves the *Programme for Teaching and Research Staff of the Miguel Hernández University with a National Accreditation to Access the University Educational Bodies*, modified on 10 July 2019.

-*General Regulation for Teaching and Research Staff of the UMH*, approved by the Governing Board on 7 June 2006. Modified by the Governing Board on 6 July 2006, 4 March 2009, 7 July 2010, 30 May, 25 July and 28 November 2012, and 14 December 2016.

-*Regulation for the Recruitment of Research Staff and Staff that Collaborates with Research Tasks*, approved by the Governing Board on 24 November 2015. Modified by the Governing Board on 11 May 2017.



R1 researcher - Phase I. Research staff in training	
<p>Researcher in the first phase. People who conduct research while supervised by the Department and Institutes of the UMH or in companies that have agreements with this university, including students enrolled in a doctoral programme.</p>	
REQUIRED SKILLS	DESIRABLE SKILLS
<p>Conduct research under supervision.</p> <p>Show competence in a specific field of study.</p> <p>An ability to critically analyse, assess and summarise ideas.</p> <p>An ability to communicate research results and their value to other researchers.</p> <p>The internal drive to develop knowledge, research methodologies and discipline.</p>	<p>Develop comprehensive skills in scientific language, communication and their environment in an international context.</p>
	REQUISITOS
	<p>300 ECTS, at least 60 of which must be from Master's Degree-level studies.</p> <p>Admission and completed enrolment in a Doctoral Programme.</p>

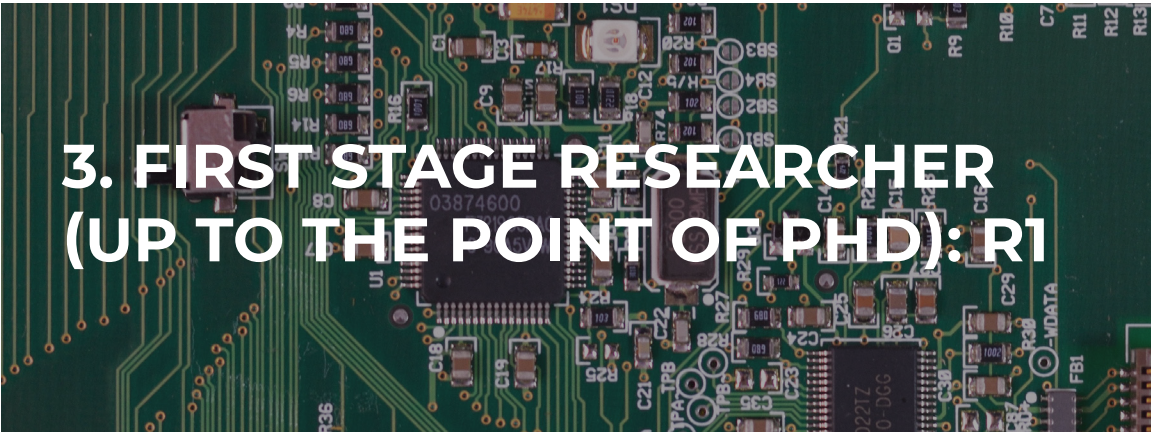
R2 researcher - Phase II. PhD researcher	
<p>Recognised researcher. PhD holders who have not yet established a significant level of independence, or researchers with an equivalent level of experience and competence.</p>	
REQUIRED SKILLS	DESIRABLE SKILLS
<p>Show a comprehensive understanding of a field of study and master research connected to this field.</p> <p>Have the ability to reliably create, design, implement and adapt a major research programme.</p> <p>Make contributions with original research that expands the boundary of knowledge through its completion, innovation or implementation.</p> <p>Have published a peer-reviewed national or international patent.</p> <p>An ability to critically analyse, assess and summarise new and complex ideas.</p> <p>An ability to communicate with their peers and colleagues, explaining the result of their research and its value to the research community.</p> <p>Be responsible for their own professional progress, setting realistic and achievable professional goals.</p> <p>Co-authorship of communications in workshops and conferences.</p>	<p>Have an understanding of private companies and other connected employment sectors.</p> <p>Understand the value of their research in the context of goods and services for companies and other connected employment sectors.</p> <p>An ability to communicate about their fields of knowledge and experience with the community and society as a whole.</p> <p>Encourage technological, social or cultural progress through knowledge.</p> <p>Skills to act as a mentor of researchers in Phase I, helping them be more effective and successful in their research career.</p>
	REQUIREMENTS
	<p>PhD. Have the accreditation to be an Assistant PhD Teacher, where appropriate.</p>

R3 researcher - Phase III. Independent researcher	
Established researcher. Researchers who have an independent career.	
REQUIRED SKILLS	DESIRABLE SKILLS
Have an accredited reputation based on excellence in research in their scientific field.	Collaborate with relevant research groups.
Actively contribute to developing knowledge, research and innovation through cooperation and collaboration.	Effectively communicate their research to the scientific community and society in general.
Identify research issues and opportunities within their area of expertise.	An ability to innovate with their approach to research.
Search for suitable research methods and approaches.	An ability to create research consortiums and obtain research funds and resources from research bodies or companies.
Perform research independently.	A commitment to the professional development of their own career.
The ability to lead collaborative research projects in cooperation with project colleagues and partners.	Be a mentor for young researchers.
Publish documents as the lead author.	
Organise workshops, scientific and/or professional symposiums or conferences.	
	REQUIREMENTS
	Through the LCTI: Have a PhD and meet the requirements laid out in Art. 23 LCTI.
	Through the LOU: Be accredited as a Temporary PhD Lecturer.

R4 researcher - Phase IV. Established researcher and senior teachers, directors and scientists.

Leading researchers in their field of research or branch of knowledge.

REQUIRED SKILLS	DESIRABLE SKILLS	
<p>Have an international reputation based on excellence in research in their field.</p> <p>Show critical judgment in identifying and implementing research activities.</p> <p>Make an advanced contribution to their field of research or cover multiple fields.</p> <p>Develop a strategic view on the future of their field of research.</p> <p>Recognise the broadest uses of their research.</p> <p>Publish and present influential documents and books as the lead author.</p> <p>Belong to national and international workshop and conference organisation committees.</p> <p>Deliver conferences as a guest speaker in national and international events.</p>	<p>Be an expert in leading and managing research projects.</p> <p>Have a recognised record of securing significant research funds and resources.</p> <p>An ability to manage and plan teams in the long term (professional careers for researchers and obtaining funds for the positions on the team).</p> <p>Be an excellent communicator and networker inside and outside the scientific community.</p> <p>An ability to create an innovative and creative environment.</p> <p>Be a professional example for other researchers.</p>	
	<th data-bbox="975 1464 1356 1514">REQUIREMENTS</th>	REQUIREMENTS
	<p>Through the LCTI: Meet the requirements laid out in Art. 26 LCTI for “research staff hired by other government-funded institutions”.</p> <p>Through the LOU: Be accredited as a Full Lecturer or Professor</p>	



3. FIRST STAGE RESEARCHER (UP TO THE POINT OF PHD): R1

■ Art. 21 LCTI: PRE-DOCTORAL CONTRACT

Purpose:

Perform research tasks in the context of a specific and innovative scientific project with the purpose of:

- Training PhD candidates by funding employment contracts for research staff in training (pre-doctoral).
- Boost employability.
- Enable mobility.
- Increase the amount and quality of new doctors through their doctoral theses.

Characteristics:

- Pre-doctoral research staff in training.
- 1-year contract, renewable for annual periods with a favourable report of the Academic Committee of the Doctoral Programme (CAPD, in Spanish).
- Duration of the initial contract and extensions: maximum four or six years (depending on the circumstances of the petitioner). Temporary disability, risk during pregnancy, motherhood, adoption or fostering, risk during breastfeeding and paternity will all pause the advancement of the contract's duration.
- Possibility to perform supervised teaching collaborations: a maximum of 60 hours a year at the UMH. The teaching delivered will be accredited as "teaching collaboration". The tutoring teaching staff does not yield ECTS credits to the researcher in training they tutor.

Requirements:

- Bachelor's Degree of at least 300 ECTS credits (with at least 60 credits from Master's

Degrees).

- Admitted to a doctoral degree.
- Obtained the contract through a public or private call.
- Public universities may recruit research staff this way only after receiving funds whose purpose includes recruiting research staff or to develop their own R&D and innovation programmes.

Programmes and access:

Programmes of the UMH. Vice-rectorate for Research. Annual call.

Regional programmes

- Subsidies for recruiting pre-doctoral research staff.
- Subsidies from the Santiago Grisolia programme.

State Training Sub-programme

- Training university teaching staff (FPU).
- Training doctors (FPI).
- Pre-doctoral contracts for training in health research (PFIS).

Excellent Science H2020

- MSC Innovative Training Networks (ITN).
- European Training Networks (ETN).
- European Industrial Doctorates (EID).
- European Joint Doctorates (EJD).

■ Art. 49 LOU: ASSISTANT LECTURER

Purpose:

The main purpose of the contract will be to round out the training in teaching and research of these individuals, by training doctors.

Characteristics:

- Pre-doctoral staff in training.
- Assistants will help with practical teaching tasks for up to 60 hours a year.
- The contract will be full-time and temporary. The contract may not be for less than a year nor more than five. It may be renewed or extended for a duration of less than the maximum, as long as the total duration does not surpass the five years mentioned. Situations of temporary disability, maternity and adoption or fostering during the contract will interrupt its advancement.

Requirements:

- Universities may recruit as assistants people who have been admitted, or who can be admitted, to doctoral studies through the relevant public competition.

Access:

Public competition to become an Assistant Lecturer.



4. RECOGNISED RESEARCHER (PHD HOLDER): R2

■ Art. 22 LCTI: CONTRACT TO ACCESS THE SPANISH SYSTEM OF SCIENCE AND TECHNOLOGY

Purpose:

Mainly to perform research tasks aimed at obtaining a high level of professional development and expertise that lead to a consolidation of their professional experience.

Characteristics:

- Teaching and research staff
- Contract duration no less than one year nor more than five
- Collaboration in teaching tasks unsupervised: a maximum of 80 hours a year at the UMH. The Department will authorise the teaching, including it in the teaching activity plan (PAD, in Spanish) of the subject to be taught and, where appropriate, subtracting the ECTS credits from teachers who voluntarily yield some of their credits.
- After completing the second year, the research activity or accreditation processes may be assessed. All assessments passed and accreditations will be taken into account when considering researchers' merits in the positive assessment required to become a Temporary PhD Lecturer in Art. 52 LOU.
- If the accreditation or assessment is negative, the research activity conducted may be subjected to a second one before the contract or its extensions come to an end.

Requirements:

- PhD.
- Public universities may recruit research staff this way only after receiving funds whose purpose includes recruiting research staff, or to develop their own R&D and innovation programmes.

Programmes and access:

Regional programmes:

-Subsidies for recruiting post-doctoral research staff

State Training Sub-programme

-Juan de la Cierva. Training.

State Recruitment Sub-programme

-Juan de la Cierva. Recruitment.

-Ramón y Cajal.

-Beatriz Galindo (junior).

Excellent Science H2020

-MSC Individual Fellowships (MSC-IF).

-Starting Grants (StG)

■ **Art. 50 LOU: PHD ASSISTANT LECTURER**

Purpose:

The contract will be signed with doctors accredited as holding the relevant position. The purpose of the contract will be to conduct teaching and research tasks.

Characteristics:

- The contract will be full-time and temporary.
- The contract may not be for less than a year nor more than five. It may be renewed or extended for a duration of less than the maximum, as long as the total duration does not surpass the five years mentioned. In any case, the total joint duration of this contractual position and non-PhD assistant lecturer, whether in the same or another university, may not surpass eight years. Situations of temporary disability, maternity and adoption or fostering during the contract will interrupt its advancement.

Requirements:

- A PhD and a prior positive assessment of their activity for the corresponding position from the Spanish National Quality Assessment and Accreditation Agency (ANECA) or the autonomous community's external assessment body (AVAP). The candidate's stays in universities or research centres with recognised prestige, whether Spanish or international, other than the university where the recruitment is taking place, will be considered preferential merits.

Access:

Public competition to become a PhD Assistant Lecturer.



5. ESTABLISHED RESEARCHER: R3

■ Art. 23 LCTI: OUTSTANDING RESEARCH CONTRACT

Purpose:

The purpose of this contract is to perform research activities or manage human teams, research centres, unique scientific and technological facilities, and programmes that are highly relevant in the field of knowledge in question in the framework of the duties and objectives of the employer.

To perform independent lines of research, so they may become a leading researcher in their field of expertise.

Characteristics:

- Employment contracts for distinguished researchers may be signed with Spanish or international researchers of recognised prestige in scientific and technical fields, who have a PhD or equivalent training.
- The duration of the contract will be agreed by the parties.

Requirements:

- Public universities may recruit research staff this way only after receiving funds whose purpose includes recruiting research staff, or to develop their own R&D and innovation programmes.

Programmes and access:

Ramón y Cajal State Recruitment Sub-programme.

Programme for the support of talented researchers – GenT plan

- Subsidies for recruiting researchers and PhD researchers of excellence to develop R&D and innovation projects in the Valencian Community (CIDEAGENT).
- Subsidies to recruit doctors with international experience (CDEIGENT).
- Subsidies for the scientific excellence of junior researchers (SEJIGENT).

■ Art. 52 LOU: TEMPORARY PHD LECTURER

Purpose:

The purpose of the contract is to conduct, with full teaching and research capacities, teaching and research, or mainly research tasks.

Characteristics:

- The contract will be full-time and temporary.
- As regards teaching, research and management, the temporary PhD teaching staff will have the same number of working hours as full university lecturers.

Requirements:

- A PhD and a prior positive assessment of their activity for the corresponding position from the Spanish National Quality Assessment and Accreditation Agency (ANECA) or the autonomous community's external assessment body (AVAP).

Access:

Public competition to become a Temporary PhD Lecturer



6. RESEARCHER LEADING THEIR RESEARCH AREA OR FIELD: R4

■ Art. 25 LCTI: RESEARCH STAFF HIRED BY OTHER GOVERNMENT-FUNDED INSTITUTIONS

Purpose:

The professional career of the research staff hired by other government-funded institutions is placed at the service of the Public Research Bodies of the Spanish General Government Administration.

Characteristics:

- The research staff hired by other government-funded institutions is placed at the service of Public Research Bodies of the Spanish General Government Administration, and is grouped in the following scientific scales:

- a) Research Lecturers from Public Research Bodies.
- b) Scientific Researchers from Public Research Bodies.
- c) Head Scientists of Public Research Bodies.

Requirements:

- The list of public job vacancies, published every year by the national government for the General Government Administration, forecasts how many new workers will be required to fill the available positions with a budget allocation that require research staff hired by other government-funded institutions at the service of the Public Research Bodies of the General Government Administration, as well as permanent research staff. The Public Research Bodies will be in charge of establishing the selection committees and conducting selection processes. Candidates may take part in these processes as long as they have completed a PhD or equivalent studies and meet the other requirements of the call.

■ Art. 56 LOU: FULL UNIVERSITY LECTURER AND PROFESSOR

Purpose:

Independent and consolidated research, developed by a leading researcher in their field of expertise who is part of the university educational bodies.

Characteristics:

- Teaching staff belonging to both bodies will have full teaching and research capabilities.

Requirements:

- A prior positive assessment of their activity for the corresponding position from the Spanish National Quality Assessment and Accreditation Agency (ANECA).

■ PROMOTION

Existing budget and regulatory framework limitations have forced universities to establish specific plans to promote teaching staff to their educational bodies in recent years. These plans had to meet the new conditions mainly defined by the restrictive replacement rate, which remains in force. Therefore, in recent years, calls for positions for these educational bodies and access to positions of Temporary PhD Lecturer have been contingent upon the authorisation from relevant public administrations and also a prior accreditation that the list of these public job vacancies did not impact the centre's compliance with its budget stability goals, or any other limit established in Organic Law 2/2012, of 27 April, on Budget Stability and Financial Sustainability.

The UMH, in scrupulous respect of this legal limitation, has remained equally steadfast and active in guaranteeing our teaching staff's rights to promotion. Our university, together with the other universities of our Spanish and Valencian university system, will continue requesting the removal of this replacement rate at all levels. The fact that the current General State Budget Act set this rate at 110% is nowhere near enough. Its removal is a priority for universities, in exercising their autonomy, to plan their workforces guaranteeing a necessary and fair promotion of the teaching staff, as well as to remain socially committed to teaching and research quality. In any case, while these conditioning factors are in place, the UMH will include in each of its annual public employment listings (OEP, in Spanish) a series of positions for teaching and research staff. There is both a free access process, and another for the internal promotion of University Professors.

The UMH's programme for the promotion and stabilisation of teachers and researchers is therefore dramatically subjected to the mentioned legal limitations. It is structured in two paths: one for teaching staff that belongs to one of the categories included in Organic Law 6/2001, of 21 December, on universities (A) and another for researchers recruited following the categories included in Spanish Law 14/2011, of 1 June, on Science, Technology and Innovation through highly competitive calls (B).

(A) TEACHING STAFF THAT BELONGS TO ONE OF THE CATEGORIES INCLUDED IN ORGANIC LAW 6/2001, OF 21 DECEMBER, ON UNIVERSITIES

This path will enable:

I.- The promotion of Assistant Lecturers with the corresponding accreditation, to **Assistant PhD Lecturers**, by passing the relevant competition.

This will generally also require the lapsing of the maximum period established for this position by law. Prior promotion may be assessed by the Vice-rectorate for Teaching Staff after obtaining an accreditation by the requester and on the petition of the Department that the position is assigned to, as long as the department's saturation and budget availability so allow.

II.- The promotion of Assistant PhD Lecturers with the corresponding accreditation, to **Temporary PhD Lecturers**, by passing the relevant competition.

This will generally also require the lapsing of the maximum period established for this position by law. Prior promotion may only be assessed by the Vice-rectorate for Teaching Staff after obtaining an accreditation by the requester and on the petition of the Department that the position is assigned to, as long as the department's saturation, budget availability and annual replacement rate so allow. The decisive criteria for establishing priority in the promotion will be to have finished the maximum duration of the Assistant PhD Lecturer contract. The call for one of these positions, while subject to the legal limitations of the replacement rate, will always be included in the university's OEPs.

The promotion and stabilisation processes of the two previous sections are conditioned by the human resources policies of each university, in line with the valid budget availability and regulatory framework.

III.- The promotion of Temporary PhD Lecturers with the corresponding accreditation, to **Full University Lecturers**, by passing the relevant competition. Departments with full-time temporary lecturers who have obtained the national accreditation to become part of the body of Full University Lecturers may request, following an agreement of its Department Board, the provision of positions of Full University Lecturer **in line with** the requirements set in this university's Governing Board's agreement on 27 April 2016 and modified on 8 July 2019, which approves the *Programme for the Teaching and Research Staff of the Miguel Hernández University with a National Accreditation Certificate to Access the University's Educational Bodies*. The call for one of these positions, while subject to the legal limitations of the replacement rate, will always be included in the university's OEPs.

IV.- The promotion of Full University Lecturers with the corresponding accreditation, to **University Professor**, by passing the relevant competition. Departments with full-time temporary lecturers who have obtained the national accreditation to become part of the body of Full University Lecturers may request, following an agreement of its Department Board, the provision of positions of University Professor **in line with** the requirements

set in the agreement of this university's Governing Board on 27 April 2016 and modified on 8 July 2019, which approve the *Programme for the Teaching and Research Staff of the Miguel Hernández University with a National Accreditation Certificate to Access the University Educational Bodies*. The call for one of these positions, while subject to the legal limitations of the replacement rate, will always be included in the university's OEPs.

B.-RESEARCHERS RECRUITED FOLLOWING THE CATEGORIES INCLUDED IN SPANISH LAW 14/2011, OF 1 JUNE, ON SCIENCE, TECHNOLOGY AND INNOVATION THROUGH HIGHLY COMPETITIVE CALLS

The university is required to allocate at least 15% of the positions on offer to PhD research staff that completed the Ramón y Cajal programme and obtained the I3 certificate. If all the positions reserved this way are not filled, they may be offered to other researchers from programmes of excellence, whether national or international, and who obtained the I3 certificate. This promotion and stabilisation process is conditioned by the human resources policies of each university, in line with the current budget availability and regulatory framework.

This second path enables a connection that can be consolidated between the UMH and researchers with an I3 certificate and an accreditation as Temporary PhD or Full Lecturers of this university. The connection is achieved by passing the relevant competition. Candidates from the following programmes, among others, are eligible:

1. Ramón y Cajal programme.
2. Researchers from Excellent Science programmes of the European Union.
3. Researchers from the GenT programme of the Valencia Regional government.
4. Researchers from the Beatriz Galindo programme.
5. Researchers from the Marie Curie programme.
6. Researchers from the Juan de la Cierva programme.

When the training processes confirmed in the corresponding calls come to an end, the UMH will study the promotion options for research staff from other programmes and/or current or future competitive calls.

Final Provision: Pursuant to Organic Law 3/2007, of 22 March, for effective equality between women and men, as well as Spanish Law 9/2003, of 2 April, of the Valencia Regional Government, for equality among women and men, any reference to people, groups or academic positions using the male gender, will be alluding to the neutral grammatical gender; therefore, this includes the possibility of referring to both women and men.