JOB ANNOUNCEMENT: Permanent Researcher (Paleohistology and Life History Evolution) [ICPJA023]

INSTITUT CATALÀ DE PALEONTOLOGIA MIQUEL CRUSAFONT (ICP)

Introduction. The ICP (http://www.icp.cat) is a public research institute focused on vertebrate paleontology. It is a CERCA (Research Centers of Catalonia) center linked to the Universitat Autònoma de Barcelona (UAB) and established as a non-profit foundation with the Generalitat de Catalunya and the UAB as patrons.

Job description. The ICP is recruiting a full-time researcher specializing on vertebrate paleohistology and life-history evolution to join the Computational Biomechanics & Life History Evolution Research Group.

TYPE OF POSITION AND DEADLINES:			
Number of positions:	1	**Reference:**	ICPJA023
Job title:	Researcher	**Professional category:**	R3.1
Starting date:	01/10/2026	**Gross salary:**	32,932.46 €
Publication date:	15/04/2026	**Application deadline:**	15/05/2026
BASIC INFORMATION:			
Type of contract:	Permanent		
Duration:	Indefinite		
Career progression:	Gross salary will increase in accordance with the career progression internal mechanisms of the ICP. Possibility to become principal investigator (R3.2) in the future by means of internal promotion.		
Research Group/Area:	Computational Biomechanics & Life History Evolution Research Group / Evolutionary Paleobiology Area		
Workplace:	Edifici ICTA-ICP, Universitat Autònoma de Barcelona c/ Columnes s/n, 08193 Cerdanyola del Vallès (Barcelona)		
Working conditions:	-Full time job (37.5 h/week; 1630 h/year) -Teleworking opportunities (up to 30% working time) -Teaching burden: max 20 h/academic course		
MINIMUM REQUIREMENTS:			
Academic Degree:	PhD in Biology, Geology, Sciences or equivalent		
Languages:	Good level of spoken and written English (no diploma required)		
Experience:	Four years of postdoctoral experience (at least one abroad)		
Expertise:	Paleohistology and life-history evolution		
DESIRABLE COMPETENCES:			
Experience:	-Supervision of completed master theses and/or PhD dissertations -Fieldwork direction and/or participation -P.I. of research and/or fieldwork projects -R3 certificate		
CONTACT DETAILS:			
Name:	David M. Alba	**Position:**	Director
Phone number:	+34 5868604	**email address:**	direccio@icp.cat
HOW TO APPLY:			
Procedure:	All the documents must be in English (PDF format) and emailed to the contact person (Re: ICPJA023)		
Documents:	All applicants must provide a motivation letter, two reference letters,		

	and an extended CV The Selection Committee may request additional justification of merits at any stage of the recruitment process. A copy of academic titles and social security's occupational history/work contracts will be requested from the selected candidate before formalizing contract

Selection Criteria. The weight of the various selection criteria (in %) is specified in the table below. During the shortlisting phase, each eligible applicant will be assigned a 0-10 score to each criterion. During the evaluation phase, shortlisted candidates will be assigned a 0-10 score to each merit included in the selection criteria (as specified on the ICP recruitment protocol), each with a corresponding percentage determined by the Selection Committee before the call is closed. Final scores will be modulated by the results of an interview and career duration.

SELECTION CRITERIA	%	SELECTION CRITERIA	%
A. Research outputs	35%	F. Fieldwork experience	10%
B. International visibility & mobility	10%	G. Management & leadership capabilities	5%
C. Fundraising abilities	10%	H. Outreach & knowledge transfer	5%
D. Supervision, mentoring & teaching	5%	I. Other merits	5%
E. Other academic activities	5%	J. Adequacy of the candidate's profile	10%

OTM-R. The ICP endorses the principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers that define the EU Human Resources Strategy for Researchers (HRS4R), and since 2018 holds the HR Excellence Award of the EU. Therefore, the ICP is fully committed to open, transparent, and merit-based recruitment (OTM-R), in order to ensure that the best person for a job is recruitment as well as to guarantee equal opportunities among candidates. The internal regulations that apply to this job description are available on the document entitled "ICP Protocol for the Evaluation, Internal Promotion and Recruitment of Researchers and Technicians", which is publicly available from the ICP website (http://www.icp.cat/attachments/transparencia/ICP_Recruitment_Protocol.pdf).

Non-discrimination. The Non-Discrimination Committee of the ICP will oversee the recruitment process to prevent any kind of discrimination by reason of gender, sexual preference, language, ethnicity, geographic origin, functional diversity, or any other reason unrelated to scientific-technical merits. Applicants are responsible to provide the necessary personal information related to career breaks (due to parental and medical leaves, unemployment, part-time contracts, etc.) if any of the provisos included in the recruitment protocol apply to the computation of career duration. The ICP aims to guarantee equal opportunities to all candidates and intends to promote a balanced sex ratio. Therefore, the application by female candidates and gender nonconforming individuals is strongly encouraged.

Confidentiality. The ICP complies with applicable laws of personal data protection and guarantees the confidentiality of all the personal data provided by the candidate, which will solely be used for the purposes of the current recruitment process.

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Computational Biomechanics & Life History Evolution Research Group. The research performed at the ICP is organized around seven research groups distributed among three research areas, which are coordinated and supervised by the current Director (David M. Alba). Each group is led by the corresponding (senior or junior) research group leader, and may include other researchers, students, research associates, and technicians. Further details on the organization of research and support personnel of the ICP can be found on the ICP Organization Chart (http://www.icp.cat/attachments/transparencia/ICP_Organization_Chart.pdf).

The Evolutionary Paleobiology Research Area is not focused on a particular time span or group, but rather on the study of the patterns and causes of evolutionary change and extinction by combining fossil evidence with the biology of extant organisms. To do so, both theoretical analytical frameworks (e.g., life history theory) and diverse methodological approaches (paleohistology, paleoproteomics, geometric morphometrics, computational biomechanics, and evolutionary modeling) are used.

In turn, the Computational Biomechanics & Life History Evolution Research Group has two distinct lines of research. On the one hand, it emphasizes computational approaches that aim to digitally obtain paleobiological and evolutionary data of extinct organisms based on a wide range of techniques, including functional morphology approaches. To pursue these goals, the research group combines fossil evidence (particularly from Iberian fossil record, but also taking advantage of digital techniques to analyze fossil samples from all over the world) and biological samples. Examples from this line of research include the feeding paleoecology of amphibians and reptiles based on 3D masticatory mechanic models using finite element analysis and multibody dynamic analysis. The other line of research is devoted to the evolution of vertebrate life-histories under changing ecological conditions and takes advantage of the unique deep-time perspective that only paleontology can provide to test hypotheses on the evolution of life-history strategies from the viewpoint of adaptation. The methodology mostly relies on the paleohistological study of hard tissues (bone and teeth) of extinct mammals within the analytical framework provided by life history theory of biological evolution—which combines ecology, demography, physiology and adaptation, and further has significant implications for conservation biology (extinction) as well as evolutionary developmental biology (aging). By means of the study of skeletochronological markers and body mass estimation, the group can reconstruct the growth and developmental trajectories of extinct mammals and test the correlation of key life-history traits with environmental indicators, in order to test the evolutionary hypotheses of interest. Particularly relevant for this group is the study of the differential responses provided by large and small mammals to the peculiar ecological conditions of insular ecosystems, with emphasis on the study of extinct mammals from the fossil Mediterranean islands of the Mio-Pliocene.

Research profile. The ICP offers a tenured R3.1 Researcher position within the Computational Biomechanics & Life History Evolution Research Group to perform research in paleohistology and life history evolution. A high degree of research independence and some degree of leadership with regard to fundraising, supervision, and fieldwork are required, while at the same time good team-working abilities are indispensable to collaborate with other members of the group under the guidance of the group leader (Josep Fortuny). The position is mostly devoted to research (including publications and contributions to meetings), with a minimal teaching burden but including other associated academic duties such as supervision, fundraising, fieldwork, and dissemination/outreach activities.

Main responsibilities. The main responsibilities of the R3.1 (Researcher) professional category at the ICP are the following:

1. Collaboration with other members of the research group to attain the specific goals of the research group in accordance with the strategic aims and scientific policy of the ICP, including publications, contributions to meetings and fieldwork activities.
2. Participation in research project applications by other members of the research group with a possible role of co-principal investigator in major project applications and of principal investigator in minor project applications.
3. Cosupervision of PhD dissertations and supervision of master and bachelor theses.
4. Publication, normally as first author or coauthor, but occasionally as last or corresponding (when acting as supervisor) of articles in SCI journals.
5. Attendance and contribution to international scientific meetings.
6. Teaching in master's degrees as determined by current ICP agreements with universities.
7. (Co-)direction of and/or participation in planned and emergency paleontological interventions of prospection, excavation and/or sampling.
8. Member of Editorial Boards of SCI journals.
9. Providing the Director and the Head of the Communication & Scientific Dissemination Area of the ICP with regular updates of the (co)authored publications.
10. Providing the corresponding Research Group leader with all the fieldwork reports and memoirs elaborated for the (co)directed paleontological interventions.
11. Providing the Head of the Communication and Scientific Dissemination Area with all the required noticeable information regarding the research and dissemination activities performed.

Evaluation details. The details of the evaluation criteria are provided in the recruitment protocol (see in particular selection criteria and merits in section 2.d). Each member of the Selection Committee will assign to each merit a 0-10 score (0–2.4 = deficient; 2.5–4.9 = insufficient; 5.0–6.9 = sufficient; 7.0–8.9 = very good; 9.0–10.0 = excellent) and an average score will be computed for each. Average merit scores will be used to compute weighted average selection criteria scores, and the sum of the latter will be the total raw scoring of the candidate. A relative scoring will be computed as raw scoring multiplied by maximum career duration among all the shortlisted candidates divided by career duration of the candidate. Reductions in career duration apply not to penalize diversified career paths and career breaks (see recruitment protocol for details; the candidates are responsible to provide such details). A corrected scoring will be computed as (raw scoring * 0.8) + (relative scoring * 0.2). An interview by ICP members of the Selection Committee will be mandatory for all shortlisted candidates. Each member of the committee will rate the interview (excellent = 1.25; good = 1.15; neutral = 1.0; bad = 0.85; terrible = 0.75) and a correction factor computed as the arithmetic mean of the interview ratings. The final scoring will be computed as corrected scoring * interview correction factor. The best candidate will get the job if final scoring ≥7.0, otherwise the position will be considered vacant.

Career progression. Leaving aside gross salary increases for employees of the public sector of the Generalitat de Catalunya, the gross salary may be increased in accordance with the ICP Salary Scale and internal mechanisms of career progression. R3.1 researchers can also attain the R3.2 principal investigator category through the ICP mechanisms of internal promotion.