

**JOB ANNOUNCEMENT: Tenure-Track Researcher (Dinosaur Paleobiology) [ICPJA002]**  
**INSTITUT CATALÀ DE PALEONTOLOGIA MIQUEL CRUSAFONT (ICP)**

**Introduction.** The ICP (<http://www.icp.cat>) is a research institute focused on vertebrate paleontology. It belongs to CERCA institution (Research Centers of Catalonia) and is linked to the Universitat Autònoma de Barcelona (UAB) in Cerdanyola del Vallès (Barcelona, Spain). It is a public research center 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 tenure-track researcher specializing on dinosaur paleobiology to join the Mesozoic Faunas Research Group.

TYPE OF POSITION AND DEADLINES:			
<b>Number of positions:</b>	1	<b>Reference:</b>	ICPJA002
<b>Job title:</b>	Researcher	<b>Professional category:</b>	R3
<b>Starting date:</b>	01/01/2020	<b>Gross salary:</b>	25,000 €
<b>Publication date:</b>	01/04/2019	<b>Application deadline:</b>	01/06/2019
BASIC INFORMATION:			
<b>Type of contract:</b>	Access to the Spanish System of Science, Technology and Innovation.		
<b>Duration:</b>	Fixed-term with duration of 5 years (tenure-track)		
<b>Career progression:</b>	Possible access to tenure after the 4 <sup>th</sup> year evaluation		
<b>Research Group/Area:</b>	Mesozoic Faunas		
<b>Workplace:</b>	ICP Museum, c/ Escola Industrial 23, 08201 Sabadell, Barcelona, Spain		
<b>Working conditions:</b>	<ul style="list-style-type: none"> <li>-Full time job (37.5 h/week; 1786 h/year)</li> <li>-Teleworking opportunities (up to 30% working time)</li> <li>-Teaching burden: max 20 h/academic course</li> </ul>		
MINIMUM REQUIREMENTS:			
<b>Academic Degree:</b>	PhD in Biology, Geology, Sciences or equivalent		
<b>Languages:</b>	Good level of spoken and written English (no diploma required)		
<b>Experience:</b>	<ul style="list-style-type: none"> <li>-4 years of postdoctoral experience (PhD not later than 2015)</li> <li>-Direction of paleontological fieldwork</li> </ul>		
<b>Expertise:</b>	Dinosaur paleobiology (publication record on dinosaur anatomy, taxonomy, phylogeny, evolution and/or ichnology)		
DESIRABLE COMPETENCES:			
<b>Experience:</b>	<ul style="list-style-type: none"> <li>-Supervision of completed master theses or PhD dissertations</li> <li>-Fieldwork or research on dinosaur fossils from Catalonia</li> </ul>		
CONTACT DETAILS:			
<b>Name:</b>	Enric Menéndez	<b>Position:</b>	General Manager
<b>Phone number:</b>	+34 5868616	<b>email address:</b>	administracio@icp.cat
HOW TO APPLY:			
<b>Procedure:</b>	All the documents must be in English (PDF format) and emailed to the contact person (Re: ICPJA002)		
<b>Documents:</b>	<p>All applicants must provide a motivation letter, two reference letters, and an extended CV.</p> <p>The Selection Committee may request additional justification of merits at any stage of the recruitment process. The selected candidate will be requested a copy of academic titles and social security's occupational history/work contracts before formalizing contract</p>		

**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](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 scientificotechnical 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 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.

## **JOB DESCRIPTION: Tenure-Track Researcher (Dinosaur Paleobiology) [ICPJA002]** **INSTITUT CATALÀ DE PALEONTOLOGIA MIQUEL CRUSAFONT (ICP)**

**Mesozoic Faunas (MF) Research Group.** The research performed at the ICP is organized around four research groups, which are coordinated and supervised by the current Director (David M. Alba). Each group is led by the corresponding leader (senior researcher, R4), and may include other (experienced) researchers (tenure or tenure-track, R3), postdoctoral researchers (fixed-term, R2), predoctoral researchers (PhD candidates, R1), as well as research associates (with written agreement but no employment relationship), collaborators and technicians. Further details on the organization and both academic and non-academic personnel of the ICP can be found on the ICP Organization Chart available from the ICP website ([http://www.icp.cat/attachments/transparencia/ICP\\_Organization\\_Chart.pdf](http://www.icp.cat/attachments/transparencia/ICP_Organization_Chart.pdf)).

The Mesozoic Faunas Research Group focuses on the paleobiodiversity and paleoecology of terrestrial ecosystems during the Mesozoic era (252-66 Ma), with emphasis on those time intervals best represented in the fossil record of Catalonia, which include the Permo-Trias and the latest Cretaceous. To a large extent, the research performed by this group builds on the extraordinary fossil record from the Catalan Pyrenees of the latest dinosaurs from Europe and the associated fauna. Besides bony remains, the former also consists of an exceptional paleoichnological record (including eggs, tracks and even skin impressions), which overall provides a unique window to dinosaur paleobiology. Furthermore, the group takes a multidisciplinary approach that, besides paleontologists specializing in several groups and ichnological remains, also involves paleobotanists and geologists specializing in stratigraphy and paleomagnetism, in order to provide with accurate datings and paleoenvironmental reconstructions.

**Research profile.** The ICP aims to recruit a motivated researcher with an excellent publication background and expertise in dinosaur paleobiology to join the MF Research Group. A certain degree of independence and leadership with regard to research, fundraising and fieldwork is 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 (Àngel Galobart). 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 (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 to 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 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. Candidates will be prioritized based on their final scoring.

**Career progression (access to tenure).** For internal ICP purposes, the job offered is considered a tenure-track position, so that the selected candidate will be given the possibility to stabilize it with an indefinite contract, following an evaluation at the end of the fourth year of contract. The provisos of the recruitment protocol for internal promotion will hold but restricted to a single applicant. Unless the Steering Committee determines that less stringent criteria for eligibility apply, the candidate will be considered eligible if obtains an overall performance metric  $\geq 2.0$  (very good or excellent evaluation) based on the criteria for internal evaluation of researchers specified on the recruitment protocol. If the candidate is eligible, a Selection Committee will be designated to perform a full evaluation process and the candidate will get the permanent position at the end of the fifth year of contract if a final scoring  $\geq 7.0$  is attained.