

## JOB ANNOUNCEMENT: Postdoctoral Researcher (Paleohistology and Life History Evolution) [ICPJA008]

**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 postdoctoral researcher specializing on vertebrate paleohistology and life-history evolution to join the Life History Evolution Research Group.

TYPE OF POSITION AND DEADLINES:			
<b>Number of positions:</b>	1	<b>Reference:</b>	ICPJA008
<b>Job title:</b>	Postdoctoral Researcher	<b>Professional category:</b>	R2
<b>Starting date:</b>	01/07/2021	<b>Gross salary:</b>	22,000 €
<b>Publication date:</b>	15/02/2021	<b>Application deadline:</b>	01/04/2021
BASIC INFORMATION:			
<b>Type of contract:</b>	Postdoctoral researcher		
<b>Duration:</b>	Fixed-term with duration of 2 years		
<b>Career progression:</b>	Possible extension of 2 years after positive evaluation at the end of 2022. Possibility to open a 5-year tenure-track position with the same profile in 2024 or 2025		
<b>Research Group/Area:</b>	Life History Evolution Research Group / Evolutionary Paleobiology Research Area		
<b>Workplace:</b>	Edifici ICTA-ICP, c/ Columnes s/n, 08193 Cerdanyola del Vallès, Barcelona, Spain		
<b>Working conditions:</b>	-Full time job (37.5 h/week; 1786 h/year) -Teleworking opportunities (up to 30% working time) -Teaching burden: max 20 h/academic course		
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>	-1 year of postdoctoral experience (PhD not later than March 2020) -Publications based on paleohistological techniques		
<b>Expertise:</b>	Paleohistology and life-history evolution		
DESIRABLE COMPETENCES:			
<b>Experience:</b>	-Postdoctoral experience abroad. -2 years of postdoctoral experience. -Publications on life-history evolution based on fossil mammal remains. -Fieldwork or research on vertebrate fossils from Catalonia		
CONTACT DETAILS:			
<b>Name:</b>	David M. Alba	<b>Position:</b>	Director
<b>Phone number:</b>	+34 5868604	<b>email address:</b>	direccio@icp.cat
HOW TO APPLY:			

<b>Procedure:</b>	All the documents must be in English (PDF format) and emailed to the contact person (Re: ICPJA008)
<b>Documents:</b>	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. The selected candidate will be requested a copy of academic titles and social security's occupational history/work contracts 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	25%	F. Fieldwork experience	15%
B. International visibility & mobility	10%	G. Management & leadership capabilities	0%
C. Fundraising abilities	10%	H. Outreach & knowledge transfer	5%
D. Supervision, mentoring & teaching	5%	I. Other merits	10%
E. Other academic activities	5%	J. Adequacy of the candidate's profile	15%

**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.

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**Life History Evolution (LHE) Research Group.** The research performed at the ICP is organized around six 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 leader (senior researcher, R4) or junior leader (researcher, R3), 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), PhD students, 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 Life History Evolution (LHE) Research Group belongs to the Evolutionary Paleobiology Area, which is devoted to the study of the patterns and causes of evolutionary change and extinction by combining fossil evidence with the biology of extant organisms. Emphasis is put on the evolution of life-histories under changing ecological conditions from the viewpoint of adaptation, based on the paleohistological study of hard tissues within the analytical framework provided by life history theory of biological evolution (ecology, demography, physiology and adaptation). The area also encompasses computational approaches that aim to digitally obtain paleobiological and evolutionary data of extinct organisms based on a wide range of techniques from imaging to functional approaches.

Within the Evolutionary Paleobiology Area, the LHE Research Group is mostly devoted to the evolution of mammalian life-histories under changing ecological conditions. The group 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. To do so, this group takes a methodological approach that 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 provided by insular ecosystems, with emphasis on the study of extinct mammals from the fossil Mediterranean islands of the Mio-Pliocene.

**Research profile.** The ICP aims to recruit a motivated researcher with an excellent publication record and expertise in vertebrate paleohistology and life-history evolution to join the LHE Research Group. A certain degree of independence with regard to research as well as international mobility experience 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 (Meike Köhler). 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 R2 (Postdoctoral Researcher) professional category at the ICP are the following:

1. Collaboration with the researchers of the research group (and in particular to the corresponding supervisor) in order 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 (especially the corresponding supervisor).
3. (Co-)supervision of master's and bachelor's theses.
4. Publication, as first author or coauthor, of articles in SCI journals.
5. Attendance and contribution to international and national scientific meetings.
6. Teaching in master's and/or bachelor's degrees.
7. Attendance to scientific training courses, conference cycles and workshops.
8. (Co-)direction of and/or participation in planned and emergency paleontological interventions of prospection, excavation and/or sampling (if applicable).
9. Providing the Head of the Research Department and the Head of the Communication & Scientific Dissemination Area 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 paleontological interventions (co)directed.
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).** The selected candidate will be given the possibility to extend the contract 2 additional years, following an evaluation at the end of 2022 (i.e., a few months before the end of the contract). The mechanisms for the internal evolution will be established by the Steering Committee. Unless the latter determines that less stringent criteria for eligibility apply, the candidate will be considered eligible to extend the contract if obtains an overall performance metric  $\geq 0.5$  (positive, very good or excellent evaluation) based on the criteria for internal evaluation of researchers specified on the recruitment protocol. The Steering Committee further aims to open a 5-year tenure-track position in 2023 or 2024 with the same profile as the

current contract, to which the postdoctoral researcher might apply to remain at the ICP; however, this will depend on budgetary availability.