

JOB ANNOUNCEMENT: Permanent Researcher (Dinosaur Paleobiology) [ICPJA011] 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. Following the positive evaluation of tenure-track 'Ramón y Cajal' Researcher Albert Prieto-Márquez (RyC-2015-17388) in the framework of Program I3 at the end of his fourth year of contract, and the results of the internal evaluation performed by the ICP, in agreement with the provisions of the ICP recruitment protocol the Steering Committee decided on 20 May 2022 to offer the researcher the possibility to stabilize his position at the ICP by offering a full-time permanent contract with the relevant profile (dinosaur paleobiology) to join the Dinosaur Ecosystems Research Group of the Mesozoic Area.

TYPE OF POSITION AND DEADLINES:			
Number of positions:	1	Reference:	ICPJA002
Job title:	Researcher	Professional category:	R3
Starting date:	01/02/2023	Gross salary:	31,600 €
Publication date:	01/07/2022	Application deadline:	15/09/2022
BASIC INFORMATION:			
Type of contract:	Permanent.		
Duration:	Indefinite.		
Career progression:	Possibility to become junior or senior research group head (R3 or R4) in the future by means of internal promotion		
Research Group/Area:	Dinosaur Ecosystems Research Group / Mesozoic Research Area		
Workplace:	ICP Museum, c/ Escola Industrial 23, 08201 Sabadell, Barcelona, Spain		
Working conditions:	<ul style="list-style-type: none"> -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:			
Academic Degree:	PhD in Biology, Geology, Sciences or equivalent		
Languages:	Good level of spoken and written English (no diploma required)		
Experience:	>4 years of 'Ramón y Cajal' contract + I3 certificate		
Expertise:	Dinosaur paleobiology		
DESIRABLE COMPETENCES:			
Experience:	<ul style="list-style-type: none"> -Supervision of completed master theses or PhD dissertations -Direction of fieldwork -P.I. of research/fieldwork projects 		
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: ICPJA011)		
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. 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	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 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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Dinosaur Ecosystems (DE) Research Group. The research performed at the ICP is organized around six research groups distributed in 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 group leader (R4 or R3), and may include other (experienced) researchers (tenured or in tenure-track, R3), postdoctoral researchers (R2), predoctoral researchers and 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).

The Mesozoic Research Area 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. Both the Permian-Triassic and the Cretaceous-Tertiary boundaries reflect important mass extinction events that took place, respectively, at 252 Ma (end-Permian extinction or 'Great Dying') and 66 Ma (K-T extinction). These mass extinctions wiped out a large proportion of terrestrial vertebrates (including the disappearance of non-avian dinosaurs at the K-T extinction), and therefore the study of the associated paleoecological changes at the community level is of utmost relevance. Currently, the Mesozoic Research Area includes a single research group (Dinosaur Ecosystems), although it has possibilities to grow on the mid-term. The Dinosaur Ecosystems Research 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, geologists and ecologists, in order to provide with accurate datings and paleoenvironmental reconstructions, as well as to apply trophic network modeling techniques.

Research profile. The ICP aims to offer 'Ramón y Cajal' researcher Albert Prieto-Márquez the possibility to attain a tenured position within the Dinosaur Ecosystem Research Group to perform research in dinosaur paleobiology. However, the position is open to alternative candidates that fit with the desired profile. A full 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 (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 $(\text{raw scoring} * 0.8) + (\text{relative scoring} * 0.2)$. 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 (access to tenure). ICP permanent R3 researchers have the potential to become junior research group heads if designated as such by the Director, or to increase their professional category to R4 senior researchers following the mechanisms of internal promotion established in the ICP recruitment protocol.