

Programme III: Grants for Pre-doctoral Contracts 2023**2023 CALL FOR GRANTS TO FINANCE 25 PRE-DOCTORAL CONTRACTS AT THE UNIVERSITY OF SALAMANCA. CO-FINANCED BY BANCO SANTANDER.**

These grants will be financed from the budgetary application 463A.B.01 University of Salamanca (USAL) Research Training Programme and from the corresponding budgetary application of the USAL's budget for the following years, provided that the University's budget allocation is available.

Law 17/2022, of 5 September, which modifies Law 14/2011, of 1 June, on Science, Technology and Innovation, in the nineteenth term of its sole article modifies Article 21 of Law 14/2011, which configured the legal situation of employment contracts under the pre-doctoral contract category, the requirements of those hired and the duration of the aforementioned contract. The duration of the contract may not be less than one year nor may it exceed four years. When the contract has been entered for less than four years, it may be extended successively, but in no case may the extensions be for less than one year. The activity carried out by pre-doctoral research staff in training shall be assessed annually by the academic committee of the doctoral programme or, where appropriate, of the Doctoral School, for the duration of their enrolment in the programme, and the contract may be terminated if this assessment is not favourably passed.

Article 1. PhD Thesis Aim and Project

The purpose of this call is to finance, on a competitive basis, 25 research staff contracts, to promote the training of researchers who can contribute to the promotion of outstanding research in the groups, institutes, centres and units of the University of Salamanca.

Promoting and fostering excellence in research goes hand in hand with attracting talented researchers of known prestige. In this sense, the recruitment of postdoctoral researchers to the University of Salamanca through European and national programmes of excellence, whose research requires technical and human support, is particularly significant.

In this context, 5 contracts out of the 25 funded will be reserved in this call for pre-doctoral researchers and supervisors belonging to programmes of excellence. A student who is eligible for this allocation for supervisors belonging to programmes of excellence must have a weighted average grade higher than 7.8 points and their supervisor must have been a Beatriz Galindo fellow (junior and senior) or hold the I3/R3 accreditation certificates from the Spanish State Research Agency (AEI), if they do not have a permanent contract at the closing of the date of this call, and has been beneficiary of an ERC Grant (European Union), Marie Curie Individual Fellowship, CERN Senior Fellowship (European Union), Ramón y Cajal, Juan de la Cierva, Miguel Servet (Carlos III Health Institute) or María Zambrano grants during the last two years.

The financed contracts will correspond to the pre-doctoral contract category, as established in the nineteenth term of the sole article of Law 17/2022, of 5 September, which modifies Article 21 of Law 14/2011, of 1 June, on Science, Technology and Innovation, for the completion of a PhD thesis in a department, centre or institute of the University of Salamanca, within the scope of a specific and innovative project. Likewise, the purpose of the contract will be oriented toward postdoctoral training for a maximum period of twelve months, although in no case may the total period exceed four years, and finally, upon termination of the pre-doctoral contract, an indemnity will be paid.

Article 2. Applicant Requirements

The grants covered by this call for applications will be aimed at hiring university graduates for pre-doctoral studies who meet the following requirements at the time of the deadline for submission of applications:

a) To be enrolled at the University of Salamanca in a PhD programme in accordance with Royal Decree 99/2011, of 28 January, or to be admitted into a PhD programme at the University of Salamanca, or to have the assurance of a USAL teaching staff member to act as supervisor. In the latter two cases, the application must be accompanied by pre-admission to a PhD programme during the 2023-24 academic year or a document expressing the supervisor's pledge.

Subsequently, the applicant must be enrolled in a doctoral programme at the time of formalising the contract. As a doctoral student enrolled in a PhD programme, the contracted person will also be considered a student at the University of Salamanca. The student will be required to maintain the status of a PhD student at the University of Salamanca for the contractual relationship to remain valid.

b) Students eligible for the general allocation of 20 contracts must have on their academic transcript of records a weighted average grade equal to or greater than 6.5.

c) Students eligible for the allocation corresponding to supervisors belonging to programmes of excellence must have on their academic transcript of records a weighted average grade equal to or greater than 7.8.

This average will be obtained through an official bachelor's or licentiate degree or equivalent:

The applicant's academic transcript of records (ToR) will be weighted by relating the University Average Grade ([UAG] all degrees) to the Degree Average Grade (DAG) during the academic year (2022-2023).

The difference between the two averages will be added to that of the applicant; a maximum of 1 point is set for this correction of the quantitative grade:

Weighted average = Average grade of the ToR + (UAG - DAG)

If the transcript includes only the qualitative grade, the calculation of the average grade will be made taking into account the assessment of each of the different grades, which for this call will be as follows:

- i) Excellent with Honours: 10 points
- ii) Excellent: 9.25 points
- iii) Very Good: 7.75 points
- iv) Satisfactory: 5.75 points

In the case of studies carried out totally or partially in foreign university systems, the official transcript of records from the centre issuing the degree must be presented, in addition to the document of equivalence issued by the Spanish Ministry of Universities. To request the calculation of equivalent average grades for university studies taken abroad, visit the following web address:

https://universidades.sede.gob.es/pagina/index/directorio/Equivalencia_notas_medias

Two scenarios will be considered:

1) In the case of studies carried out partially or totally in foreign university systems adapted to the European Higher Education Area (EHEA), the average grade will be calculated on the entirety of the degree studies or equivalent qualification. If the number of credits of the bachelor's degree is less than 240 ECTS credits, the average grade will be calculated as a weighted average of the number of credits of these studies plus the total number of credits passed in the master's degree, which must be a minimum of 300 credits for both studies combined.

2) In the case of studies carried out partially or totally in foreign university systems not adapted to the European Higher Education Area (EHEA), the average grade will be calculated on the entirety of the studies completed to obtain the degree, and the equivalences corresponding to the Spanish university education system will be applied.

The average grade of several degrees

1) If the applicant submits more than one degree, the following rules will be taken into account to obtain the combined average grade:

1.1 First-cycle studies (3-year degree) and 2nd-cycle studies (4- or 5-year degrees). The average grade of the academic transcript of records of applicants who present licentiate degrees or 2nd-cycle engineering degrees, which were accessed through previous 1st-cycle university studies, such as a 3-year degree or Technical Engineer, Technical Architect, and Teaching qualifications, will be calculated taking into account all the subjects and credits passed between both cycles. It is necessary to have passed 300 credits. It is not taken into account if the applicant has completed a master's degree when calculating the average grade.

1.2 First-cycle and master's degree studies. The average grade of the academic transcript of records of applicants who present a master's degree to which they gained access through initial 1st-cycle university studies, such as a 3-year degree, or Technical Engineer, Technical Architect and Teaching qualifications, will take into account all the credits passed in the 1st cycle and those of the master's degree, with the requisite of having to have completed at least 240 credits in the entirety of the 1st-cycle university studies and those of the master's degree. The master's degree is taken into account when calculating the average grade.

1.3 First-cycle studies and bridging courses for obtaining a bachelor's degree. The average grade of the academic transcript of records of applicants who present a bachelor's degree to which they gained access through initial 1st-cycle university studies, such as a 3-year degree, or Technical Engineer, Technical Architect and Teaching qualifications, will take into account all the credits passed in the 1st cycle and those of the bachelor's degree, with the requisite of having to have completed at least 240 credits between the 1st-cycle university studies and the bachelor's degree combined. It is not taken into account if the applicant has completed a master's degree when calculating the average grade.

1.4 Bachelor's degree studies of less than 240 credits and master's degree studies. The average grade of the academic transcript of records of applicants who present a bachelor's degree with less than 240 credits and a master's degree allowing access to a doctoral programme will include all the credits passed in the bachelor's degree and the master's degree. At least 240 credits must be completed between the 1st-cycle university studies and those of the master's degree combined.

2) The grade obtained in each subject will be multiplied by the number of credits for each of them and the total sum will be divided by the total number of credits for the subjects, applying the formula illustrated in the following example: if X_1 is the average grade obtained in the bachelor's or first degree and X_2 is the average grade obtained in the master's or second degree, the final average grade will be the result of $(X_1 \cdot G + X_2 \cdot M) / (G + M)$ where G denotes the number of credits taken in the bachelor's or first degree and M denotes the number of credits taken in the master's or second degree (as in the calculation of X_2). Both X_1 and X_2 are also to be calculated on a scale of 0 to 10 to two decimal places.

2.1 In the event of a case other than those referred to in point 1) of this section on the average grade of several degrees, the committee will determine the average grade by comparison, safeguarding the principle of fairness.

d) Not to be subject to any of the restrictions for obtaining the status of beneficiary set out in Article 13 of Law 38/2003, of 17 November, General Law on Subsidies.

e) Not be the holder of a doctorate degree.

f) The research work presented by the candidate for the contract must form part of an active research project or one with a positive provisional decision at the time of submitting the application, financed by international competitive calls, by the State Plan for Scientific and Technical Research and Innovation or by an equivalent plan at the regional level. The research work may also form part of:

i) Research projects similar to the above that have a minimum duration of two years, without taking into account possible extensions, except in the case of projects of University of Salamanca-owned programmes that expressly allow the possibility of participating in this call, in which case no such time limitation will be taken into account.

ii) Research agreements or contracts with public entities or private companies, for an amount equal to or greater than €10,000, which support the beneficiary's research.

g) The date of completion of the studies giving access to the doctorate (except for master's degree studies) must be after 1 January 2018.

However, the date of completion of studies may be earlier than the above and up to 1 January 2014 in the following cases:

- 1) Graduates in Medicine, Pharmacy, Biology, Chemistry or Psychology who at the time of applying for the grant are in possession of the official medical (MIR) or pharmaceutical (FIR) speciality degree or hold the official speciality certificate in biology (BIR), chemistry (QIR), psychology (PIR), radiophysics (RFIR) or nursing (EIR).
- 2) Graduates who finished their studies after 1 January 2012 and who can prove that between this date and 1 January 2016 they have devoted themselves to the care of children under six years of age.

Foreign applicants whose mother tongue is not Spanish and who have completed their licentiate or bachelor's degree or at least one master's degree in Spanish are exempt from submitting certification, but the merits included in the curriculum vitae will be assessed as if they were presenting an official B2 level certificate.

h) Not to have been a beneficiary of grants awarded under Royal Decree 63/2006, of 27 January, now repealed, or Royal Decree 103/2019, of 1 March, which approves the new statute for research staff in training, or other calls for grants to finance the hiring of research staff in the form of pre-doctoral contracts. In this regard, the inaccuracy, falsehood or omission, of an essential nature, in any data or document that accompanies may determine the impossibility of continuing with the exercise of the right or activity affected from the moment that such facts become known, without prejudice to the responsibilities that may be applicable, in accordance with Article 69.4 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations and, where appropriate, the application of the system of infringements and administrative penalties established in Title IV of Law 38/2003, of 17 November.

This requirement must be upheld until the start of employment, in the event of becoming a grant beneficiary.

i) Register and enrol in the Santander Scholarship application in the call of the University of Salamanca for pre-doctoral contracts for 2023. [Santander Open Academy](#)

Article 3. Characteristics of the Contract

The grant will have the characteristics of a pre-doctoral contract and be oriented towards postdoctoral studies if applicable (postdoctoral orientation period) for its entire duration.

The purpose of the contract will be to carry out research tasks, within the scope of a specific and novel project and the beneficiary will be considered as research staff in training.

a) The contract will be established in writing between the research staff in training, as an employee, and the University of Salamanca, as an employer, and must be accompanied by a document of full-time enrolment in a doctoral programme issued by the department responsible for the programme, or by the Doctoral School if applicable.

b) The contract will be a fixed-term, full-time contract. The duration of the contract may not be less than one year and may not exceed four years. When the contract has been entered for less than four years, it may be extended successively, but in no case may the extensions have a duration of less than one year. No worker may be hired by way of this category, in the same or different body, for more than four years, including any possible extensions. However, when the contract is entered by a person with a disability, the contract may have a maximum duration of six years, including extensions, taking into account the characteristics of the research activity and the degree of limitations in the activity. Without prejudice to the above provisions in this section, if, because the worker has already been hired by way of this category, the time remaining up to the maximum of four years, or six years in the case of persons with disabilities, is less than one year, the contract may be entered, or its extension, for the time remaining up to the maximum established in each case.

c) The activity carried out by pre-doctoral research staff in training will be assessed annually by the academic committee of the doctoral programme or, where appropriate, of the Doctoral School, for the duration of their enrolment in the programme, and the contract may be terminated if this assessment is not favourably passed.

d) Situations of temporary incapacity and periods spent on full-time leave due to gestation, pregnancy, risk during gestation, pregnancy and breastfeeding, birth, maternity, paternity, foster care adoption or foster care, or breastfeeding days, or for similar situations related to the above, as well as the taking of full-time leave for reasons of work-life balance or the care of minors, family members or dependent persons, and the time spent on leave of absence to care for a child, a family member or due to gender violence during the duration of the contract will interrupt the calculation of the duration of the contract. Periods spent on part-time leave for birth, maternity, paternity, foster care adoption or foster care, and reduction of the working day to allow for breastfeeding, birth of a premature or hospitalised child after childbirth, legal guardianship, care of minors affected by cancer or serious illness, of family members affected by an accident or serious illness or of dependent persons, or due to gender violence, or reductions in the working day due to similar situations related to the above, as well as for reasons of work-life balance or the care of minors, family members or dependent persons, during the duration of the contract will give rise to the extension of the contract for the time equivalent to the working day that has been reduced.

e) The established salary will be:

Years 1 and 2 of the predoctoral contract: 1,260.85€/month (14 payments).

Year 3 of the predoctoral contract: 1,350.91€/month (14 payments).

Year 4 of the predoctoral contract: 1,688.63€/month (14 payments).

Which may be subject to annual updating, in accordance with the provisions of Article 7 of Royal Decree 103/2019, of 1 March, which approves the statute for pre-doctoral research staff in training.

The amount corresponding to each monthly payment will be paid by the USAL to the beneficiary into an account opened in their name at Banco Santander.

However, in accordance with Law 17/2022, of 5 September, in the eighteenth and nineteenth terms, respectively, of its sole article, which modifies Articles 20 and 21 of Law 14/2011, of 1 June, when the research staff in training obtains the title of Doctor or completes their period in the PhD programme, in accordance with the purpose of the grant, the period of execution of the pre-doctoral grant and consequently of the contract will end. For these purposes, the title of Doctor is considered to have been obtained on the date of the defence and acceptance of the PhD thesis.

If the doctoral degree is obtained before the start of the last year of the grant, the continuation of the contract in the postdoctoral orientation phase may be requested one month before the date of the thesis defence. The minimum salary to be received by the researcher during this period is 1,759.50. (14 payments). In this phase, the supervisor assigned to the contract will be the same person who has supervised the pre-doctoral training.

Article 4. Requirements and Obligations of the Thesis Supervisor

1) Based on the criteria and guidelines for the academic management of doctoral programmes, approved by the Governing Council at its meeting held on 25 July 2019 (Good Practice Guide), all PhD holders with research experience accredited by fulfilling at least one of the following requirements may be a thesis supervisor of a pre-doctoral student:

- a) Have at least one recognised six-year research period (*sexenio*), of which at least one period is included within the last seven years.
- b) Be or have been, in the last five years, the principal investigator of a research project funded by a competitive public call.
- c) Be the author or co-author in the last six years of at least five scientific articles published in journals included in the Journal Citation Reports (JCR) or five relevant contributions (articles in scientific journals, monographs, or book chapters), always in accordance with the criteria for the corresponding scientific field of the National Commission for the Assessment of Research Activity (CNEAI), the Quality Assurance Agency for the University System in Castilla y León (ACSUCYL) or the National Agency for Quality Assessment and Accreditation of Spain (ANECA). For publications, the author must accredit their affiliation with the University of Salamanca (if the author has not had a contractual relationship with the University of Salamanca during the last six years, they must only prove their affiliation in the publications with the same date or after the time of joining the University).
- d) Be the author/co-author of a patent in operation in the last 6 years.
- e) Have supervised in the last 5 years a doctoral thesis that has resulted in at least one publication in journals included in the Journal of Citation Reports or a relevant contribution in their scientific field.
- f) Any other requirement that, due to the specificity of the scientific field of the doctoral programme, does not correspond to any of the above and may be considered relevant from the perspective of research by the Academic Committee.

2) The proposed thesis supervisor will be a PhD holder and affiliated with the University of Salamanca or the Spanish National Research Council (CSIC) by employment or by statute, through positions that permit research activity, and a full-time worker, provided that in the latter case, they are ascribed to joint University-CSIC centres and that this circumstance is covered by a collaboration agreement in force. A PhD assistant lecturer or postdoctoral fellow may also be a supervisor, in this contractual relationship, if the contract does not have a duration equal to or longer than the maximum period of the grant, set at a maximum of 48 months, and/or the supervisor does not have the I3/R3 certificates. In this case, it will be compulsory to appoint a co-supervisor who does have an employment or statutory relationship, through positions that permit research and is a full-time worker, and who also meets all the requirements set out in section 4 of this call.

In the present call, 5 contracts out of the 25 funded will be reserved for researchers whose supervisor has been a Beatriz Galindo postdoctoral fellow (junior and senior) or has the I3/R3 certificates from the State Research Agency, if they do not have a permanent contract at the closing of this call, and has been the beneficiary of an ERC Grant (European Union), Marie Curie Individual Fellowship, CERN Senior Fellowship (European Union), Ramón y Cajal, Juan de la Cierva, Miguel Servet (Carlos III Health Institute) or María Zambrano grants during the last two years.

3) The supervisor must form part of the research team developing a project or Article 60 as considered in section 2e, in which the candidate's research will be framed, whose beneficiary is the University of Salamanca, its foundations or joint centres of the University-CSIC, except in two cases:

- If the proposed thesis supervisor is employed or has a statutory connection, through positions that permit research, with the University of Salamanca, the aforementioned project may be owned by the IBSAL, provided that the agreement "Definition of economic and administrative management of research funds between USAL and IBSAL" is in force.
- In the case of a thesis supervisor who is a joint PI of a research project of the Ministry of Science, Research and Universities (calls for proposals Generation of Knowledge [*Generación de Conocimiento*] and Research Challenges [*Retos Investigación*]), the aforementioned project may be owned by an entity other than the University of Salamanca.

Only one application may be submitted for each research project. If more than one application is endorsed by team members of the same project, only the application of the candidate with the highest weighted average grade will be accepted.

4) No thesis supervisor of pre-doctoral research staff contracted through funding from the call of the USAL-owned programme for 2022 and with a contract in force at the time of the application may endorse any application in this call. This exclusion does not apply to supervisors of contracts that are in the postdoctoral orientation phase.

5) No supervisor may endorse more than one application in this call. If more than one application is endorsed by the same supervisor, only the application of the candidate with the highest weighted average grade will be accepted.

6) The supervisor who endorses this application must be the same as the thesis supervisor in the doctoral programme in which the beneficiary is enrolled.

7) The supervisor must be a member of the doctoral programme in which the beneficiary is enrolled. Researchers who do not fulfil this requirement may endorse applications if the thesis has a tutor who is part of the doctoral programme.

8) The proposed thesis supervisor may not be changed until after the first year in which the grant has become effective. In any case, the reasons for the change must be justified and submitted to the Vice-Rectorate for Research and Information Transfer, which must be notified by the corresponding Academic Committee of the Doctoral Programme.

9) The thesis supervisor is obliged to monitor and control the grants and inform the Vice-Rectorate for Research and Information Transfer of any incident or circumstance that modifies the conditions under which the grant is awarded.

Article 5. Application Formalisation

The application form will be available for download at the following address <http://investigacion.usal.es> and on the electronic notice board of the USAL's electronic office <https://sede.usal.es/web/guest/tablon>

The application must be submitted through the electronic registry of the University's electronic office (<https://sede.usal.es/web/guest/registro-electronico>), and directed to the Research Management Agency (Code 70100), for which purpose the applicant must have an electronic signature certificate in accordance with the instructions available at the Agency's head office.

In parallel to the application on the electronic site of the University of Salamanca, the candidate must register for the "2023 CALL FOR GRANTS TO FINANCE 25 PRE-DOCTORAL CONTRACTS AT THE UNIVERSITY OF SALAMANCA", in the Banco Santander Scholarship application, at the address:

[Santander Open Academy](#)

As an exception, for an application from a foreigner who does not have an electronic signature certificate, the procedure -Calls for foreign research staff- can be used, which can be accessed via the following link:

<https://sede.usal.es/procedimientos?param1=PROAGI>

This procedure allows the use of credentials to perform both the authentication and signing process after registration in the Unified Registration System for applicants (RUS). In this case, the credentials obtained through the registration process in (RUS) will be used during the signing process.

Only applications from foreigners who do not possess an electronic signature certificate will be accepted through this special procedure. **In no case will applications be accepted from persons with a NIF or NIE, who must use the general electronic registration procedure.**

The deadline for applications shall start on **01 December 2023 and end on 15 January 2024.**

Candidates may submit only one application. If more than one application is submitted, only the last one will be considered, according to the order of registration.

Documents to be attached to the application:

5.1 Declaration by the applicant that they are not legally incapacitated from receiving subsidies and that they are not in any situation which prohibits them from obtaining the status of beneficiary of public subsidies, as indicated in Sections 2 and 3 of Article 13 of Law 38/2003, of 17 November, General Law on Subsidies, published in the Official State Bulletin (*B.O.E.*) of 18 November.

5.2 Letter of pre-admission to a doctoral programme of the University of Salamanca issued by the department responsible for the programme or by the Doctoral School, signed by the authorized person, or the assurance of a USAL teaching staff member to act as supervisor, if they are not yet enrolled in a programme. If the beneficiaries are not enrolled in a doctoral programme at the time of formalising the contracts, the contract cannot be formalised until they are enrolled in a doctoral programme in the academic year 2023-2024.

If applicants are enrolled in a doctoral programme, they must indicate the name of the doctoral programme and the year of enrolment in the programme on the grant application form.

5.3 Scientific-technical report on the PhD thesis project, with the following information: a summary, background, objectives, methodology and work plan, scientific or social interest, and the most significant references (maximum of three pages). The report must be approved by the supervisor and by the co-supervisor, if there is one, since the supervisor will not be involved during the whole period of the contract.

5.4 Academic certification:

a. For studies carried out at the USAL: Applicants who have completed all their studies at the University of Salamanca will sign the Declaration of Responsibility form (established in Law 39/2015) in ANNEX II, and, therefore, they will not be required to submit the documentation listed in sections 5.4 and 5.6.

b. For studies carried out in Spain: Those students who have not studied their degree at the University of Salamanca must provide, together with their transcript of records, a certificate from their university of origin indicating the average grade of all students who have studied the same degree and the average grade of all the studies at their University during the 2022-2023 academic year.

Transcripts of records signed electronically and issued by Spanish universities must contain the identification data needed to carry out the necessary verifications.

c. For studies carried out partly or entirely abroad. In the case of studies carried out totally or partially within foreign university systems, applicants must go to the website of the Spanish Ministry of Universities (sedu.gob.es) and request the calculated equivalent average grades for university studies carried out abroad and provide this information with their application.

5.5. The applicant's **curriculum vitae**, in accordance with the model attached to the call for applications, accompanied by a report on the applicant's employment history. **No other curriculum vitae will be accepted. Therefore, if any other curriculum vitae is submitted**, the merits stated therein will not be taken into account.

The merits reflected in the curriculum vitae, which must be limited to those listed in "Table 1/ SELECTION CRITERIA" and which are indicated in the curriculum vitae model, must be accredited by documentary proof.

Applicants who have participated in any of the calls for pre-doctoral contracts specified in "Table 1/ SELECTION CRITERIA" must submit the corresponding documentary proof.

The curriculum vitae shall be accompanied by a signed Declaration of Responsibility form.

5.6. Photocopy of the applicant's Spanish ID card (*DNI*) or its equivalent in the case of European Union citizens, unless they have studied at the USAL and provide the declaration.

5.7. Non-EU foreign students must be in possession of a National Identity Card for Foreigners (*NIE*) by the application deadline for this call for applications. EU citizens and similar nationals must be in possession of an EU Registration Certificate. Citizens of other countries must present a photocopy of their passport *NIE*.

5.8. For applicants referred to in point 2.g.1: certified photocopy of the diploma or official certificate.

5.9. For applicants referred to in point 2.g.2: certified photocopy of the Family Book (*Libro de familia*)

5.10. Proof of registration in the Santander Scholarship application in the call of the University of Salamanca for pre-doctoral contracts for 2023.

5.11. **A shortened version of the thesis supervisor's curriculum vitae using the model attached to the call for applications. No other curriculum vitae will be accepted. Therefore, if any other curriculum vitae is submitted**, the merits stated therein will not be taken into account. The following information should be explicitly stated in the curriculum vitae.

a. The date on which the last six-year research period (*sexenio*) was granted.

b. Research projects and contracts (carried out under Article 60 of the Organic Law on the University System [*LOSU*] and providing funding) directed or in which they have participated in the period from 2018 to 2023 (January 2018 to the closing date of this call. For the assessment of research projects/contracts that are not being carried out at the USAL, it is necessary to provide a certificate from the legal research representative of the centre where the project is being carried out.

c. Scientific articles of which they are the author published in the last six years (January 2017 to the closing date of this call) in journals included in the Journal Citation Reports (JCR) or relevant contributions (articles in scientific journals, monographs, or book chapters), always in accordance with the criteria for

the corresponding scientific field of the National Commission for the Assessment of Research Activity (CNEAI), the Quality Assurance Agency for the University System in Castilla y Leon (ACSUCYL) and the National Agency for Quality Assessment and Accreditation of Spain (ANECA). For publications, the author must accredit their affiliation to the University of Salamanca (if the author has not had a contractual relationship with the University of Salamanca during the last six years, they must only prove their affiliation from the moment they joined the University).

d. For the areas of Arts and Humanities, and Social and Legal Sciences, in addition to what is stated in the previous point, articles published in the last six years (January 2017 to the closing date of this call) in journals listed in Scopus will be taken into account, assessing their position in the SCImago Journal Rank, or with the Spanish Foundation for Science and Technology (FECYT) quality seal, as well as those published in journals assessed according to the criteria of the National Commission for the Assessment of Research Activity (CNEAI), the Quality Assurance Agency for the University System in Castilla y Leon (ACSUCYL) or the National Agency for Quality Assessment and Accreditation of Spain (ANECA). Book chapters and books published by Spanish or foreign publishers included in the SPI (Science Publishers Indicator) ranking will also be considered. For publications, the author must accredit their affiliation to the University of Salamanca (if the author has not had a contractual relationship with the University of Salamanca during the last six years, they must only accredit their affiliation in the publications with the same date or after the time of joining the University).

For all areas, the curriculum vitae should indicate the references of the published articles, as well as the indicators of quality for each of them. If not indicated, the publications will not be assessed.

e. PhD theses supervised in the last six years (January 2017 to the closing date of this call), indicating the Teseo reference number, or providing a supporting document if the thesis has been defended at a foreign university, and publications derived from the theses, indexed according to the criteria set out in the previous sections c) and d).

f. For the applicant to be eligible for the 5 contracts for which the supervisor holds I3/R3 accreditation certificates from the Spanish State Research Agency, if they do not have a permanent contract at the closing date of this call, and has been the beneficiary of a Europe Research Council (ERC) Grant (European Union), Marie Curie Individual Fellowship, CERN Senior Fellowship (European Union), Ramón y Cajal, Juan de la Cierva, Miguel Servet (Carlos III Health Institute) or María Zambrano grants during the two years prior to the closing date of this call, the supervisor must prove they hold the R3/I3 certificate from the Spanish State Research Agency. If the supervisor has been a Beatriz Galindo postdoctoral fellow (junior and senior), beneficiary of an ERC Grant (European Union), Marie Curie Individual Fellowship, CERN Senior Fellowship (European Union), Ramón y Cajal, Juan de la Cierva, Miguel Servet (Carlos III Health Institute) or María Zambrano grants during the two years prior to the closing date of this call in an institution other than the University of Salamanca, they must provide proof of such status.

If the work carried out in any of the doctoral theses has given rise to at least two publications indexed according to the criteria set out in sections c) and d) above, this must be indicated.

g. Signed Declaration of Responsibility form.

5.12. If applicable, proof of a degree of disability equal to or greater than 33%.

If the administrative documentation provided is incomplete, the interested party will be notified, preferably via the e-mail address they have specified, that they must rectify the missing documentation or provide the required documentation within ten working days, with the condition that, if they fail to do so, they will be considered to have withdrawn their application, in accordance with the provisions of Article 38 of Law 39/2015, of 1 October, on the Common Administrative Procedure for Public Administrations. The curriculum vitae of the applicant or the thesis supervisor, or the scientific-technical report of the doctoral thesis project are not considered as administrative documentation.

Article 6. Candidate Selection

Applications will be examined and assessed by a delegated committee of the Research Council, chaired by the Vice-Rector for Research and Knowledge Transfer, according to the selection criteria specified in Table 1.

Only the documentation provided in the application and the corresponding rectification, if any, will be considered. Merits presented that are not justified by the documentation submitted will not be scored, and therefore the hearing procedure will be abandoned, in accordance with the provisions of Article 82 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations.

Candidate selection will be carried out on a competitive basis both in the case of the 20 contracts included in the general allocation and the 5 reserved for the allocation corresponding to supervisors belonging to programmes of excellence, by the commission delegated by the Research Council, which will make a decision proposal in order of priority to be submitted to the plenary session of the Research Council. The commission specifically appointed by the Research Council will be empowered to interpret all circumstances in the

applications that are not explicitly set out in these terms and conditions.

One contract of the 20 contracts belonging to the general allocation will be reserved for persons with a recognised disability equal to or greater than thirty-three per cent and one of the 5 reserved for those applications corresponding to supervisors who have been postdoctoral fellows within programmes of excellence. If there are no applicants, these two contracts will remain available for non-disabled persons.

The Research Council will publish the provisional list of admitted and qualified candidates and the proposal of excluded candidates, with an indication in the latter case of the cause for exclusion, on the USAL website <http://investigacion.usal.es> and the USAL electronic notice board of the electronic headquarters <https://sede.usal.es/web/guest/tablon>. Candidates admitted, excluded, or omitted because they do not appear on either the admitted or excluded lists, will have a period of ten working days, starting on the day following the publication of the provisional list, in which to submit any claims they deem appropriate.

TABLE 1/SELECTION CRITERIA

CANDIDATE (Maximum of 12 points) *	
* The maximum score can be achieved by applying different combinations of merits	
Average grade	Maximum of 10 points
Candidate's additional merits	Maximum of 2 points
<p>The quality of the publications will be assessed, as well as the degree of the applicant's participation, published in journals included in the Journal Citation Reports (JCR) or relevant contributions (articles in scientific journals, monographs, or book chapters), always in accordance with the criteria for the corresponding scientific field of the National Commission for the Assessment of Research Activity (CNEAI), the Quality Assurance Agency for the University System in Castilla y Leon (ACSUCYL) or the National Agency for Quality Assessment and Accreditation of Spain (ANECA), and according to the assessment indicated in sections 5.11 c) and d) of this call, except that the author must prove their affiliation with the USAL.</p> <p>First quartile (or similar): Maximum of 0.50 points Second quartile (or similar): Maximum of 0.25 points Third and fourth quartile (or similar): Maximum of 0.15 points</p>	Maximum of 1 point
<p>Collaboration Fellowship or equivalent</p> <p>Consideration will be given to those undergraduate grants which, in the opinion of the commission delegated by the Research Council, may be considered equivalent to Collaboration Fellowships. (Scholarships where financial aspects are a determining factor will not be considered).</p>	Maximum of 0.50 points
<p>Having applied for pre-doctoral grants in one of the last competitive calls (2020- 2023):</p> <ul style="list-style-type: none"> - Grants for the training of university teaching staff, from the Training and Mobility sub-programmes included in the State Programme for the Promotion of Talent and its Employability, within the framework of the State Plan for Scientific and Technical Research and Innovation (FPU): 0.25 points. - Call of the Regional Ministry of Education of Castile and Leon: aid to finance the pre-doctoral hiring of research staff: 0.15 points 	Maximum of 0.50 points
<p>Official certification of accredited languages other than one's mother tongue (See Annex I).</p>	<p>Maximum of 0.20 points</p> <p>B2 or higher: 0.10 points C1: 0.15 points</p>
THESIS SUPERVISOR (Maximum of 3 points) *	
* The maximum score can be achieved by applying different combinations of merits	
Active six-year research period (<i>sexenio</i>)	0.60 points
Publications (in the last six years, January 2017 to the closing date of this call)	Maximum of 1.75 points
Journals included in the Journal Citation Reports or relevant contributions (articles in scientific journals,	

Monographs, or book chapters), or with the quality assurance seal of the Spanish Foundation for Science and Technology (FECYT), always in accordance with the criteria for the corresponding scientific field of the National Commission for the Assessment of Research Activity (CNEAI), the Quality Assurance Agency for the University System in Castilla y Leon (ACSUCYL) or the National Agency for Quality Assessment and Accreditation of Spain (ANECA), according to the assessment set out in sections 5.11	
First quartile or similar	0.20 points
Second quartile or similar	0.10 points
Third and fourth quartile or similar	0.05 points

RESEARCH PROJECT	Maximum of 1.25 points
Research projects and contracts (under Article 60 of the <i>LOSU</i>) led or participated in over the past five years (January 2018 to the closing date of this call). In the case of contracts under Article 60 of the <i>LOSU</i> , only those with a value equal to or greater than €10,000 will be taken into account.	
Projects (score per directorship)	
1) Competitive at the international level (as coordinator or principal investigator at the USAL)	
1a) Project Coordinator: Horizon 2020 (ERC, FET, MSCA ITN, Industry Leadership, Social Challenges or JTIs), NIH, NASA, NSF or similar.	1 point
1b) Project Coordinator: Horizon 2020 (MSCA IF/RISE, ERANETs, JPIs), ERASMUS+ KA2, DG JUSTICE, Creative Europe, Health Programme, INTERREG POCTEP/SUDOE/EUROPE, COST, LIFE or similar.	0.75 points
Principal investigator at the USAL of one of the projects indicated in point 1a).	
1c) Principal investigator at the USAL of one of the projects indicated in point 1b).	0.75 points
2) Competitive at the national level: STATE RESEARCH AGENCY, ISCII etc. and calls for proposals from BBVA, LA CAIXA, SPANISH ASSOCIATION AGAINST CANCER	0.50 points
3) Competitive at the autonomous community level	0.30 points
4) Other competitive programmes and Article 60 LOSU	0.20 points
(In the case of participating in a project or a contract without being the principal investigator, participation will be valued at 50%).	
Theses supervised in the last six years (January 2017 to the closing date of this call) 0.30 points for each thesis supervised and 0.15 points for each co-supervised thesis.	Maximum of 0.40 points
If the doctoral theses meet criterion 5.11(f) and the following is indicated and justified in the documentation submitted by the closing date of the call, 0.1 will be added in the case of supervision, and 0.05 in the case of co-supervision.	

Descriptive report of the research project (Maximum of 1 point)

In the event there is a tie among the candidates' scores, the applicant with the highest weighted average grade will be awarded the contract first. If this criterion cannot be applied, the contract will be awarded to the applicant with the highest number of publications, Collaboration Fellowship beneficiary, pre-doctoral applications, and languages (in this order). If the tie continues, the score obtained for the supervisor's CV will be used to break it.

If the five contracts corresponding to the allocation corresponding to supervisors belonging to programmes of excellence are not filled, the remaining contracts will be transferred to the general allocation to be granted among the rest of the applicants.

Article 7. Resolution and Notification

The Research Council will submit a proposal to the Standing Committee of the Governing Council, which is responsible for deciding how the grants are to be awarded.

The grants awarded will be published on the USAL website <http://investigacion.usal.es> and the USAL electronic notice board of the electronic headquarters <https://sede.usal.es/web/guest/tablon> within six months of the deadline for the submission of applications.

The scores obtained for each of the criteria taken into account for selection may be consulted by the applicants on the USAL website (Research Portal).

A contentious-administrative appeal may be lodged before the Contentious-Administrative Court of Salamanca against the decision of the Standing Committee of the Governing Council to award or not to award the grant within two months from the date of notification. However, prior to this, and on an optional basis, an appeal for reconsideration may be lodged with the same body that issued the resolution within one month of its notification.

Applicants may reclaim rejected or refused applications within three months of the publication of the resolution of the awarded grants; after this period, uncollected applications will be destroyed. However, if an appeal has been lodged, the time limit for reclaiming the applications will commence from the date on which the final decision in the last administrative or, where appropriate, judicial appeal has become final.

Article 8. Rules for Incompatibility

The award of a grant under this call implies exclusive dedication and is incompatible with other financial support of a similar nature, financed with public or private funds, and, in general, with the receiving of any amount of salary, as long as this affects the training and research purpose of the grant.

The applicant must give notification of any other subsidies or grants obtained or applied for in relation to the subsidised activities, both when submitting the application and at any time thereafter.

Any modification of the conditions taken into account for the grant allocation, and in any case the concurrent obtaining of other subsidies or grants, must be reported within ten days to the University, which may declare the total or partial loss of the right to the grant awarded and consequent reimbursement.

Reimbursement of the subsidy may be requested, without detriment to the corresponding responsibilities, when the administrative department becomes aware that a beneficiary has received another subsidy or subsidies that are incompatible with the one awarded without having made the corresponding waiver.

However, payments for teaching and research activities directly associated with the research carried out by the researcher in training and which are of a discontinuous and non-regular nature will be allowed. Likewise, grants may also be obtained for short stays and attendance at national or international scientific congresses and meetings, financed by any public or private entity.

To support research staff in training, the possibility of applying for a travel grant is established in accordance with the terms set out in the resolution of the University of Salamanca (Programme IV: Mobility of research staff) establishing the regulatory conditions and the call for mobility grants of the University of Salamanca.

Article 9. Rights of Research Staff in Training

The departments and institutes to which the research staff in training are affiliated will provide them with the collaboration and support necessary for the normal progress of their studies and research programmes, in accordance with their availability.

The beneficiary of the contract may collaborate in teaching activities in the department, subject to the proposal of the thesis supervisor and the agreement of the Department Council involved, up to a maximum of 180 hours during the total length of the pre-doctoral contract, and under no circumstances may the number of hours per year exceed 60 and the research and training purpose of the grant be undermined. The teaching imparted will be acknowledged through the corresponding certification. In the case of grant beneficiaries affiliated with research institutes, they will carry out these activities in the department with which their thesis supervisor is affiliated.

If the proposed thesis supervisor is employed by the CSIC, the application for collaborating in teaching activities must be approved by a department of the University.

Research staff in training will have all the rights established in Article 14 of Law 14/2011, of 1 June, on Science, Technology and Innovation, partially amended by Law 17/2022, of 5 September, according to the thirteenth term of its sole article, as well as in the European Charter for Researchers, contained in the Commission Recommendation of 11 March 2015 on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, published in the Official Journal of the European Union, L 75/67, of 22 March 2005.

Likewise, they will have the rights provided for in Article 12 of Royal Decree 103/2019, of 1 March, which approves the statute for pre-doctoral research staff in training. (Official State Bulletin Friday 15 March 2019)

Article 10. Beneficiary's Obligations

Acceptance of the grant implies a commitment on the part of the beneficiary to comply with the terms and conditions established in this call.

Beneficiaries must:

- Join the department, centre or institute to which their thesis supervisor is affiliated, which must be their usual place of work, within the period indicated in the resolution of the grant awarded. As an exception, the Vice-Rector for Research and Knowledge Transfer may authorise a delay in the beneficiary's incorporation, but the authorised period will not be recoverable.
- Have the authorisation of the Vice-Rector for Research and Knowledge Transfer for any change concerning the department, institute or research centre to which the beneficiary is affiliated. To request this authorisation, you must first obtain the approval of the two heads of department, institute or research centre.
- Carry out their work at the centre to which the grant is affiliated and comply with the University's rules on functioning, in terms of timetable, duties to be performed, working hours, and holidays.
- Complete the different stages of the training process, the completion of the thesis and participation in research projects in which the beneficiary is involved.
- Request prior authorisation from the Vice-Rector for Research and Knowledge Transfer for temporary absence from the centre to which they are affiliated. Unauthorised absences may result in the cancellation of the grant.
- Submit all required reports within the deadlines set out in this call throughout the grant period, as well as the final report.
- Notify the Research Management Agency about the date of the PhD thesis defence, at least 1 month in advance.
- Refer to the funding received from the University of Salamanca, in publications and other results that may derive from research activities carried out during the period of the grant. Likewise, they must also acknowledge the financing received from Banco Santander. For this purpose, in the acknowledgements section, the following should be indicated: "Name of the researcher" has been financed by the call for pre-doctoral contracts USAL 2023, co-financed by Banco Santander."
- Acceptance of the grant by the beneficiary implies compliance with the terms and conditions set out in this call, as well as the other obligations established in Law 17/2022, of 5 September, according to the fourteenth paragraph of its sole article, which amends Article 15 of Law 14/2011, of 1 June, on Science, Technology and Innovation, as well as in the European Charter for Researchers, contained in the Commission Recommendation of 11 March 2015 on the European Charter for Researchers, and the Code of Conduct for the Selection of Researchers, published in the Official Journal of the European Union, L 75/67 of 22 March 2005.

- In addition, pre-doctoral research staff in training must respect the principles set out in the European Code of Conduct for Integrity in Research and, where applicable, in the national regulations that reflect them.
- Likewise, they will also have the specific duties provided for in Article 13 of Royal Decree 103/2019, of 1 March, which approves the statute for pre-doctoral research staff in training. (Official State Bulletin Friday 15 March 2019).

In this respect and with regard to industrial property rights, it will be understood that these will belong solely and exclusively to the University, in accordance with Law 24/2015, of 24 July, on Patents. The intellectual property rights and copyrights derived from the results of the research activities correspond to the University of Salamanca, as well as those derived from the training and specialisation activities in accordance with its contribution.

Article 11. Suspension of Contract

The suspension of the contract for the reasons set out in Articles 45 and 46 of the Workers' Statute will not lead to an extension of the duration of the grant, except in situations of temporary disability, risk during pregnancy, maternity, adoption or foster care, risk during breastfeeding and paternity during the duration of the contract, which will interrupt its duration, in accordance with the provisions of Law 17/2022, of 5 September, according to the nineteenth term of its sole article, which amends Article 21.c of Law 14/2011, of 1 June. In this case, the interrupted time may be made up, provided that it is for periods of at least 30 days and that budgetary provisions allow for it.

Article 12. Monitorisation

Two reports will be required for the renewal of the contract:

- A favourable report from the Academic Committee of the Doctoral Programme or, where appropriate, from the Doctoral School.
- A favourable report from the Council of the department, institute or research centre with which the trainee researcher is affiliated, signed by the director of the department and the thesis supervisor.
- **Likewise, students must be enrolled full-time in the doctoral programme. The reports shall be submitted to the Research Management Agency two months before the end of the contract.**

Additional monitoring and control measures will be those initiated on the authority of the Vice-Rector for Research and Knowledge Transfer that are derived from the documentation contained in the report or those that arise as a result of reports from the directors of the centres to which the grants are affiliated, including those corresponding to short stays, or from the bodies to which these centres depend. Likewise, the Vice-Rector for Research and Knowledge Transfer may carry out any checks deemed appropriate in relation to compliance with the conditions of the programme and the call for applications.

Article 13. Resignation, Cessation and Termination of a Grant

If the beneficiary renounces the grant, they must notify the University at least fifteen calendar days in advance.

Vacancies occurring within six months of the start of the contract, either due to voluntary resignation or incompatibility, shall be filled by the corresponding substitutes, who will have fifteen days from the day following notification of the award of the contract to join the department, centre or institute.

Within one month of the end of the contract or, if applicable, of the effective relinquishment of the grant, the beneficiary must submit to the Research Management Agency of the University of Salamanca a report of a maximum of 2,000 words, with special reference to the results of the doctoral thesis and the objectives achieved during the training programme. The report must be accompanied by an additional report from the thesis supervisor.

The financial effects of cancellation of the grant will take effect on the same date on which it occurs, without prejudice to the reimbursement to be made in the event of undue payments.

If the application to submit the thesis has not been presented after the contract has ended, a document accrediting this fact, drawn up by the committee responsible for the doctoral programme, will be provided.

Article 14. Non-compliance

Total or partial non-compliance with the requirements and obligations established in these terms and conditions and other applicable regulations, as well as those established in the corresponding favourable award decision, will give rise to the opening of a non-compliance file, the resolution of which, after hearing the interested party, may lead to the revocation of the grant, partially or totally, and the obligation to reimburse the amount established in accordance with the applicable criteria and the corresponding interest on late payment.

a) Total and manifest non-compliance with the training objectives and the implementation of the activities for which the grant was awarded will be cause for total reimbursement of the grant received during the period in which such non-compliance occurred and revocation of the grant.

b) Unauthorised modifications to the initial conditions of the grant will result in the repayment of the amount affected by the modification and, where appropriate, the revocation of the grant.

c) In cases of failure to report other incompatible activities, the University may withdraw the grant for the period during which the incompatibility has been partially or totally established or may revoke the grant when the University becomes aware that a beneficiary has received another or other grants that are incompatible with the grant awarded without having made the corresponding waiver.

d) Failure to submit, in accordance with the terms and conditions of this call for applications, upon express request, the reports required in each case in these terms and conditions or the monitoring reports and additional documentation, will require the reimbursement of the amounts received for the period not justified.

Article 15. Legal Framework

This call is governed by the following rules:

- Royal Decree 103/2019, of 1 March, approving the statute for research staff in training.
- Royal Decree 99/2011, of 28 January, regulating official doctoral studies (Official State Bulletin 10/02/2011).
- Royal Decree 822/2021, of 28 September, which establishes the organisation of university education and the procedure for quality assurance (Official State Bulletin 29/09/2021).
- Statutes of the University of Salamanca, approved according to agreement 19/2003, of 30 January, of the Regional Government of Castile and Leon, (Official Bulletin of Castile and Leon [BOCYL] No. 22, of 3 February 2003).
- Resolution of 20 October 2016, which publishes the regulations for applying Law 39/2015 of 1 October at the University of Salamanca.
- Common Administrative Procedure for Public Administrations and Law 40/2015, of 1 October, on the Legal System for the Public Sector.
- Law 2/2006, of 3 May, on Finance and the Public Sector of Castile and Leon.
- Law 38/2003, of 17 November, General Law on Subsidies (Official State Bulletin of 18 November)
- Royal Decree 887/2006, of 21 July, approving the regulation of Law 38/2003.
- Law 5/2008, of 25 September, on subsidies of the Autonomous Community of Castile and Leon.
- Law 39/2015, of 1 October, on the Common Administrative Procedure for Public Administrations (Official State Bulletin of 2 October 2015).
- Organic Law on the University System 2/2023 of 22 March (Official State Bulletin of 23 March).
- Basic statute of the University of Salamanca scholarship holders (agreement of the Governing Board of 21/12/1999, Official Bulletin of Castile and Leon of 17 February 2000) modified by the Governing Board during sessions held on 29/05/2003 and 26/01/2006).
- Law 17/2022 of 5 September amending Law 14/2011 of 1 June, on Science, Technology and Innovation.
- European Charter for Researchers, contained in the Commission Recommendation of 11 March 2015 on the European Charter for Researchers.
- Code of Conduct for the Selection of Researchers, published in the Official Journal of the European Union, L 75/67 of 22 March 2005.
- Regulations approving the statute for research staff in training at the University of Salamanca (Governing Council of 25 April 2013).

Article 16. Data Protection

The personal data resulting from this call for applications will be treated confidentially and will be included in processing files owned by the University of Salamanca, to resolve the call for applications. These data will be kept for the time necessary to fulfil this purpose and the data on the contracts awarded will be kept for certification and statistics as appropriate.

Article 17. Gender

In keeping with the value of gender equality promoted by the University, all terms used in this resolution referring to the masculine gender will be understood to be used interchangeably with the female gender when they have not been replaced by neutral terms.

Appeals against this call

A contentious-administrative appeal may be lodged against this resolution, which terminates the administrative procedure, before the Contentious-Administrative Courts of Salamanca, within two months of the day following its publication.

An appeal for reconsideration may be lodged with the Rector of the University of Salamanca within one month from the day following publication, in which case the aforementioned contentious administrative appeal may not be lodged until it has been expressly resolved or the appeal for reconsideration has been presumptively rejected, in accordance with the provisions of Article 123 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations.

ANNEX I

Official certification for foreign languages different from that of the degree. Call for pre-doctoral contracts of the University of Salamanca for 2023.

The procedure for accrediting language proficiency is shown in the following link:
<https://sci.usal.es/master-postgrado/agencia-gestion-investigacion>