

## OFFER OF TEMPORARY EMPLOYMENT

### 1 POSTDOCTORAL RESEARCHER (R2) IN SPATIAL ANALYSIS

**Ref: 04/2024 ERC-2020-STG DEATHREVOL**

#### 1. **General guidelines**

Dr. Nohemi Sala is the Lead Researcher (henceforth, "IP") for the project DEATHREVOL: *The roots and evolution of the culture-of-death. A taphonomic research of the European Paleolithic record*, which has been selected to receive financing from the European Research Council (ERC) within the European Union's Horizon 2020 Research and Innovation Program (Grant Agreement no. 949330). These funds stand at €1,494,486 and her project will take place over 5 years starting on 01/04/2021, at the Centro Nacional de Investigación sobre la Evolución Humana (CENIEH).

This project, DEATHREVOL, is pursued through an interconnected network of researchers from different fields of paleoanthropology, taphonomy, the geosciences and other related disciplines, where some participants will work at the CENIEH and be led directly by the IP, and the rest are external collaborators from different European and American research centers.

The *Grant Agreement* signed with the European Commission (no. 949330) includes a specific allocation for hiring **1 postdoctoral researcher (R2)** in topography, spatial analysis and Geographical Information Systems, full-time, so that this hire will be 100%-financed by the funds of the DEATHREVOL Project, within the cited agreement.

The selection process will be carried out through the competitive merit system, with respect to the constitutional principles of equality, merit, capacity and transparency, with the evaluations and scores specified below, in the corresponding section and annex.

#### 2. **Purpose of the contract, duration and remuneration**

The overall purpose of this contract is to carry out the research work envisaged as part of the European project "DEATHREVOL" (GA no. 949330) directed at spatial analysis for integrating the study of the archaeological contexts analyzed in the project. This person will also furnish technical support for the results obtained.

More specifically, the duties to be discharged shall be:

- **Data acquisition (field data and bibliographic data) for the sites analyzed in DEATHREVOL.** Documentation and search for data of sites excavated in the past, and acquisition of data during current excavations.
- **Postprocessing of data,** obtaining plans, sections, photogrammetry, 3D reconstructions, etc.
- **Spatial analysis (intersite / intrasite)** for each of the sites: relationship between the paleoanthropological remains and the other findings. Analysis of the formation processes of paleoanthropological sites. Relationships among the different sites in terms of time and space.
- **Statistical processing** of the data by means of spatial statistics. Experience using advanced statistical techniques such as *Machine Learning* will be specifically assessed.
- **Excavation and management of spatial data.**
- **Contribute to the scientific communication and outreach** of DEATHREVOL making the mapping accessible for the dissemination plans during the project.

The term of this contract shall be for two years. The start date is envisaged to be May 1st 2024.

This temporary position will report to the IP of the DEATHREVOL project which will finance the entirety of the salary costs of this contract (gross salary, employer's Social Security contribution, raises and incentives, if applicable, and the appropriate severance pay).

This temporary position falls within the Research Functional Area, Professional Group II, level B.2, professional category of Postdoctoral Researcher, with a tier 3 complement in conformance with the professional classification and salary tables in force of the First Collective Agreement of the Consorcio CENIEH published in the Boletín de la Provincia de Burgos, No. 8, on January 12th 2012.

The employment contract to be formalized shall be a Scientific-Technical activity contract linked to the needs and budget for the cited project, in accordance with article 23 bis of the Act 14/2011, of June 1st, on Science, Technology and Innovation, full-time, for 38.5 hours per week, so that according to the tables for 2023 the gross annual remuneration stands at approximately €27,945.

### 3. **Requirements of candidates**

Minimum requirements that applicants must meet by the deadline to be admitted to the selection process:

- University doctorate, preferably in Geology, Geography, Archaeology or similar. The applicant must be in possession of the doctoral degree or, alternatively, have passed the viva voce for the same, by the deadline for applications.
- The date of the viva voce may not be earlier than two years before the closing date for applications.

Once admitted to the process, the following aspects detailed in Annex I will be evaluated in particular:

1. The qualification demanded will be assessed in accordance with how close a relation it bears to the duties and tasks to be performed.
2. Knowledge accredited through training in advanced statistics, zooarchaeology, lithic industry, and other related areas.
3. Documented experience (scientific publications, communications at conferences) certifying technical skills applied specifically to the spatial analysis of Paleolithic archaeopaleontological sites.
4. Participation in research projects enabling appraisal of the personal skills and ability to interact and collaborate with scientists, technicians, or users from other disciplines.
5. Mobility and international experience. Stays at different research centers will be assessed.
6. Experience in excavations at Quaternary sites. The relevance of the excavations and the leadership capacity of the candidates shall be especially evaluated.
7. Other merits in the area of spatial archaeology (awards, courses, stays).
8. Advanced level of scientific-technical English, oral and written (Level B2).

#### 4. **Applications**

All those who are interested and who fulfill the minimum requirements established in point 3 should file an **online application at the CENIEH website**, attaching the following documentation, preferably in PDF format.

1. Curriculum vitae detailing the specific training and experience to be assessed in the process.
2. Memorandum of scientific and professional career, detailing experience in applying techniques of spatial analysis to archaeopaleontological sites, of maximum length one page (font Arial 11 or equivalent).
3. Documentation accrediting the merits to be assessed pursuant to the evaluation criteria set out in Annex I. **Any merits not accredited by documentation will not be taken into account in the evaluation process.**
4. Employment history issued by the Tesorería de la Seguridad Social, or equivalent certificates for those who have worked in another country.
5. One letter of reference.
6. Copy of DNI, NIE or passport.

Academic degree or certification to be considered in the selection process, showing the completion date or, alternatively, documentation accrediting submission of the thesis within the period established. Should some problem with uploading files present itself, these may be sent on an exceptional basis by email to [rrhh@cenieh.es](mailto:rrhh@cenieh.es), stating the reference number for the call (**04/2024 ERC-2020-STG DEATHREVOL**), and this shall also apply to any incidents that arise in the course of the selection procedure.

The application, the curriculum vitae and the documentation accrediting compliance with the minimum requirements must all be submitted by the **deadline**, which is **3 pm** (Madrid time) on **March 27th 2024**.

Failure to submit the aforementioned documentation will result in the exclusion of the candidate, although any defect in the documentation may be corrected within the period facilitated for the purpose. Subsequent update of information included in these documents will not be possible.

## 5. **Selection Committee**

Management will appoint the members of the Selection Committee who will evaluate the applications received for the position offered publicly herein, and will make a proposal for the award of the aforementioned position.

The composition of the members of the Selection Committee will be based on the principle of a balanced presence of women and men, except for justified and objective reasons duly explained.

The members of the Selection Committee are listed in Annex II.

The Selection Committee is composed of the following members:

1. President: Dr. Nohemi Sala Burgos
2. Member: Adrián Martínez Fernández
3. Member: Ana Pantoja Pérez
4. Secretary: Carmen Gutiérrez Díez

All members of the Committee have been duly informed of the aforementioned evaluation criteria for assessing the candidacies submitted for the call.

The members of the Selection Committee shall refrain from intervening when the grounds for abstention provided in Act 39/2015, of 1 October, on the Common Administrative Procedure of the Public Administrations, are applicable. Likewise, applicants may challenge the members of the Committee if the aforementioned circumstances apply.

The Selection Committee, pursuant to article 14 of the Constitution of Spain, will ensure strict compliance with the principle of equal opportunities for both sexes.

The personal data of the members of the Selection Committee that may be handled by the Consorcio CENIEH shall be protected by the regulations on the Protection of Personal Data, and processed and incorporated into the "Human Resources" processing activity, for the purposes of the present selection process. The legal grounds for the processing of their data shall be the execution of a contract or precontractual measures. The data provided shall be retained for the period necessary to comply with the legal obligations. Data shall not be transferred to third parties except where required by law, and any complaint may be lodged with the Agencia Española de Protección de Datos ([www.agpd.es](http://www.agpd.es)).

According to the regulations on data protection, and in particular, article 5.1.f) of the General Data Protection Regulation 2016/679/EU (the "GDPR"), members of the Selection Committee are obliged to maintain confidentiality and professional secrecy with respect to the personal data they may handle as part of their duties in this selection process.

For the purposes of communication and other incidents, as well as to exercise their rights to access, rectification or erasure, restriction of processing, portability and/or opposition, the data subject can contact the data controller: Consorcio CENIEH (Delegado de Protección de Datos), Paseo Sierra de Atapuerca 3, 09002 Burgos, Spain, or [protecciondedatos@cenieh.es](mailto:protecciondedatos@cenieh.es).

## 6. Selection process

The Selection Committee will examine the applications received to determine whether they comply with the requirements in point 3 and the documentation in point 4 herein, formalizing for this purpose a *Provisional List of Admitted and Excluded Candidates*.

Candidates will be notified of a period of 5 working days for the correction of documentation, counted from the day following publication of this list, although under no circumstances may this procedure be used to add to, complete or modify the documentation submitted initially.

Once this period has elapsed, the *Definitive List of Admitted and Excluded Candidates will be published*.

Only the applications that appear as Admitted on this Definitive List, which will be approved by all members of the Selection Committee, will be passed onto the next phase, the curricular evaluation.

The Human Resources Department of the CENIEH will be the body responsible for the custody and control of all documentation related to the selection process.

## 7. Process phases and evaluation criteria

The admitted candidates will begin the selection process according to the phases and evaluation criteria established in Annex I.

Each member of the Committee shall score each candidate individually, with the average score for each being obtained. The score can be rectified if it is subsequently verified that the information provided in the CV is inaccurate.

The position that in question will be obtained by the candidate who obtains the highest score according to the evaluation criteria and the procedure established in Annex I.

Should no candidate achieve the minimum required score because the ideal profile to fill the position has not been found, in the opinion of the Committee, the post will remain vacant.

The Committee will record its hiring proposal for the aforementioned position in the Resolution Act, which will include the proposed candidate and two alternates, for subsequent approval by the Director.

Any discrepancies which might arise out of the interpretation or application hereof shall be settled by the Selection Committee.

Once the selection process is finished, all documentation referring to it shall be returned to the Human Resources Department of the Consorcio CENIEH, the body responsible for its custody and control.

Throughout the selection process, documentation about it shall be available to candidates from the Human Resources Department, which will also inform each applicant about the progress of the process as well as the results obtained. Similarly, any questions or queries about the process should be addressed to this department.

## **8. Resolution of the selection process**

Once the final hiring resolution has been approved by Management, it will be published on the CENIEH website and in as many places as deemed appropriate.

Human Resources will contact the selected candidate to obtain the necessary documentation for the formalization of the contract.

A greater number of contracts may not be formalized than positions announced (1).

Applicants with qualifications obtained abroad, unless they are expressed in ECTS, must also furnish a certified copy of the appropriate ratification of those studies or a copy of the credential accrediting that those studies have been validated, if applicable. If this is not held at the moment of formalization, the applicant will be required to obtain this within the first year.

A temporary employment contract in the terms of article 23 Bis of the Science Act will be formalized with the successful candidate, who will have to pass a 6-month trial period during which the appropriate supervisor will evaluate their performance and issue the appropriate certification at its end.

In order for the contract to be valid and effective, the proposed candidate must submit to a medical examination by the Service of the CENIEH and be declared "fit" to perform the duties of the position. In the event that the proposed candidate does not submit the appropriate documentation by the deadline set, does not meet the requirements, declines the offer, the result of the trial period evaluation is unfavorable, or he/she

leaves the post during the first year, the position may be awarded to the next candidate(s) in the list set out in the Resolution Act. In the event of substitution, the period elapsed shall not be recoverable for the purposes of the duration of the contract, which shall be offered for the time remaining.

Similarly, the list of alternates in the Resolution Act may be used for hiring applicants for other research projects in which the profile and requirements demanded are identical to those herein, always provided that there are urgent reasons and the envisaged duration of the project in question is less than that remaining for the present one. When the cited list is used to fill posts in research projects other than the present one, it shall be valid for 24 months counted from the publication of the Resolution Act.

The present Call, which exhausts available administrative remedies, may be challenged by filing suit before the Juzgado de lo Contencioso-Administrativo of Burgos, within a period of two months counted from the day following its publication on the CENIEH website. It is also possible to file an appeal for reconsideration with the Director within a period of one month from the day following its publication. In this case, the aforementioned suit before the Juzgado de lo Contencioso-Administrativo may not be filed until the appeal for reconsideration has been expressly resolved, or presumed to have been dismissed.

Similarly, all acts arising out of this Call and the actions taken by the Selection Committee may be challenged in the circumstances and in the manner provided for by the Act 39/2015, of October 1st, on the Common Administrative Procedure for the Public Administrations.

Any person possessing knowledge of facts that could constitute fraud or irregularity with regard to projects financed wholly or partly by funds from the European Union, under the auspices of this tender or contract, may report these facts to the Servicio Nacional de Coordinación Antifraude of the Comptroller-General of the State by electronic means, using the dedicated channel provided by that Servicio at the address <http://iqaepr.central.sepq.minhac.aqe/sitios/igae/es-ES/Paginas/Denan.aspx>.

## **9. Whistleblower channel**

The CENIEH is committed to compliance with the law and the fight against fraud, corruption and conflicts of interest. Any circumstance that could constitute a felony or serious or very serious regulatory infringement in the hiring process should be reported using the CENIEH whistleblower channel which is accessible from its home page.



The CENIEH whistleblower channel is an internal one, which is part of the entity's internal reporting system in compliance with the demands of the Act 2/2023 on the protection of persons who report regulatory infringements or those related to the fight against corruption, designed, established and managed securely, in such a way as to guarantee the confidentiality of the identity of the informant and any third person mentioned in the communication, and of the actions undertaken in managing and processing the same, as well as data protection, with access by unauthorized persons being precluded. Persons who report or disclose infringements shall be entitled to protection, even when they do so anonymously and are subsequently identified, always provided that they had reasonable grounds for believing that the information transmitted on the channel was true at the moment of communication or disclosure, and even if conclusive proof of the substance of the complaint was not furnished.

The CENIEH policy on the internal reporting system and informant protection, and the regulation on managing internal reports and investigations, are available on the entity's website. [Whistleblower channel | CENIEH.](#)

In Burgos,

**Signed: María Martín**  
**Director of the Consorcio CENIEH**