

Annex I

Process phases and evaluation criteria

POSTDOCTORAL RESEARCHER (R2)

Ref: 04/2024 ERC-2020-STG DEATHREVOL

The following phases and evaluation criteria are established upon a maximum of 21 points, distributed as follows:

CANDIDATE EVALUATION	Maximum score	CUTOFF
I.- List of Admitted and Excluded Candidates	-	-
II.- Curricular Evaluation	13	9
1. Academic training	2	
2. Specific training	3	
3. Scientific career and scientific merits	8	
III.- Personal interview	8	6
TOTAL EVALUATION	21	15

PHASE I: LIST OF ADMITTED AND EXCLUDED CANDIDATES

The Selection Committee will examine the applications received to determine whether they comply with the requirements set out in points 3 (training and minimum professional experience) and 4 (documentation required) herein, formalizing for this purpose a list of admitted and excluded candidates.

A period of 5 days will be facilitated for the correction of documentation or the arguments applicants deem relevant. 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 list, which will be approved by all members of the Selection Committee, will be passed onto the next phases.

PHASE II: CURRICULAR EVALUATION

The curricular evaluation will be upon a maximum of 13 points to be distributed thus:

1. Academic training (maximum 2 points):

Academic qualification and training	Maximum score
A) Doctorate in Archaeology, Geology, Geography or similar	2.00
B) Other doctorates	0.50
TOTAL MAXIMUM SCORE	2.00

Form of accreditation: Photocopy of university degree or certification, or document accrediting that the viva voce for the thesis has been passed by the established deadline, and which is to be considered in the selection process.

2. Specific training

Attendance at courses, seminars and conferences (provided that the minimum duration is 20 hours). A total of 0.5 points will be awarded for each specific course in Geographical Information Systems, advanced statistics and/or statistics applied to spatial analysis, taphonomy, zooarchaeology, etc. An advanced level of scientific-technical English will be an advantage.

Form of accreditation: Photocopy of the qualifications, diplomas or certificates of the courses, seminars and conferences, including the merits of the program to be assessed and/or description of the syllabus and the duration, with respect to the duties of the post.

CANDIDATE EVALUATION	Maximum score
A) Specific courses in GIS, applied statistics and similar	2.00
B) Other courses of interest for the post	1.00
TOTAL MAXIMUM SCORE	3.00

3. Scientific career and scientific merits (maximum 8 points):

The following aspects will be assessed:

PROFESSIONAL AND SCIENTIFIC CAREER	Maximum score
1.- The quality of the scientific contributions with regard to the duties of the post: Publications will be appraised taking into account their quality, repercussion, and impact, and their relationship to spatial analysis at Paleolithic archaeopaleontological sites, with higher scores being assigned to papers published in journals of recognized prestige included in the list by scientific areas in the <i>Subject Category Listing</i> of the <i>Journal Citation Reports</i> , of the <i>Science Citation Index (SCI)</i> .	3.00
2. Participation in interdisciplinary research projects: The projects obtained and funds attracted in public and competitive funding calls will be assessed, including those from private foundations of a scientific nature: specifically, the number of projects, the scope of the calls (international, national, regional or local), and the amounts will be considered. The candidate's participation in projects, their role within them, and their capacity to collaborate with different interdisciplinary teams.	2.00

3. Mobility and international experience. Stays at Research Centers, Universities, etc... for at least three months will be considered (0.25 points). Both predoctoral and postdoctoral stays will be considered.	1.00
4. Experience in excavations at Quaternary sites. The relevance of the excavations and the leadership capacity of the candidates shall be especially evaluated.	1.00
5. Other scientific merits: Organization and participation in conferences, courses, and seminars, activities related to scientific outreach, teaching experience, and any other merit of a scientific nature set out in the <i>curriculum vitae</i> and not already assessed under the preceding headings.	1.00
MAXIMUM TOTAL	8.00

The appraisal of the research quality will also take into account the regularity of the scientific production and the coherence of a well-defined line of research maintained over time, although a possible change of line with satisfactory results need not be a disadvantage.

In any case, the evaluation of this entire section (the CV) shall be conducted in accordance with the research profile and specialization required hereunder.

Form of accreditation: 1) The CV, detailing specifically the training and experience relevant to the post, list of publications, focusing on all points to be assessed in the process. 2) Memorandum of the scientific and professional career, specifying experience relevant to the application of spatial analysis techniques at archaeopaleontological sites, of maximum length one page (font Arial 11 or equivalent). 3) This will be checked against the employment history issued by the Tesorería de la Seguridad Social (or the equivalent justification if the candidate has worked in another country), and 4) The letter of reference.

Applicants must obtain a minimum of **9 points** in the curricular evaluation to pass to the next phase of the process.

PHASE III: PERSONAL INTERVIEW

The personal interview will be based upon a maximum of 8 points.

Candidates who have passed the previous phase will be called for a personal interview aimed at assessing more accurately their level of the required skills, suitability for the post and knowledge of the English language.

This will take place in person or by videoconference, the maximum duration will be 45 minutes, and it will be conducted in both English and Castilian, interchangeably.

The score can be rectified if it is subsequently verified that the merits claimed in the CV and the memorandum are inaccurate.

Applicants must obtain a minimum of 6 points in the interview evaluation to pass this phase.

The final score for each candidate in each phase shall be the mean of those awarded to that person by each individual Committee member.

The position offered will be considered to have been won by the candidate who obtains the highest score while exceeding the minima established for each phase, that is, in the range 15 to 21 points.

If no candidate achieves the minimum required score, the position will remain vacant.

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.

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.

All members of the Committee have been duly informed of the aforementioned evaluation criteria for assessing the candidacies submitted for the call **03/2024 ERC-2020-STG DEATHREVOL.**

In Burgos,

Signed: Dr. María Martín-Torres
Director CENIEH