

Programme III: Grants for pre-doctoral contracts 2024**2024 CALL FOR GRANTS TO FINANCE 25 PRE-DOCTORAL CONTRACTS AT THE UNIVERSITY OF SALAMANCA.**

These grants will be financed from the budgetary application 463A.B.01 Research Training Programme USAL and the corresponding budgetary application of the University of Salamanca'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 modifying Article 21 of Law 14/2011, which configured the legal situation of employment contracts under the pre-doctoral contract modality, 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 agreed upon for a duration of less than four years, it may be extended successively, but in no case may the extensions be for a duration of less than one year. 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.

Article 1. PhD Thesis Aim and Project

The purpose of this call is to finance, on a competitive basis, 25 research staff contracts, with the aim to promote the training of researchers who can contribute to the advancement of outstanding research in groups, institutes, centres or 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. The students in this quota of 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 if they do not have a permanent contract on the closing date of the call and have 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.

The financed contracts will correspond to the pre-doctoral contract modality, 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 application submission:

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 commitment 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 2024-25 academic year or a document expressing the supervisor's commitment.

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 of the University of Salamanca. The student will be required to maintain the status of a PhD student at the University of Salamanca in order for the contractual relationship to remain valid.

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

c) Students eligible for the quota 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 points.

This average grade will be obtained by means of an official bachelor's or licentiate degree or equivalent:
The weighted average grade will be obtained by taking into account the average grade of the candidate's academic transcript of record,
reflected in the application (NM Applicant).

The average grade that, according to ISCED data, corresponds to the applicant's degree at the University where they have studied (NM ISCED University).

The average grade of the degree, also according to ISCED data, is calculated taking into account the grade of all the Spanish universities where the degree is taught (NM ISCED General).

Using these scores, the following operation is carried out:

$$\text{NM Weighted Application} = \frac{\text{N M ISCED General} \cdot \text{NM ISCED University}}{2} + \text{NM Applicant}$$

NM Applicant = Average grade submitted in the application.

NM ISCED General = Average grade of graduates for degrees of the same ISCED of all universities.

NM ISCED University = Average grade of graduates for degrees of the same ISCED for each university. This weighting will have a maximum corrective effect upwards or downwards of 0.5 points.

Link Average grade of students who graduated according to ISCED general_and_university

[b592506f-b5a9-4cc2-a56e-8b659d64bb93](https://www.universidades.gob.es/b592506f-b5a9-4cc2-a56e-8b659d64bb93)

Link ISCED University average grade for foreign students using grades-average-foreigners.

[12c23fb3-2344-4603-85d4-d826e154e7fb](https://www.universidades.gob.es/12c23fb3-2344-4603-85d4-d826e154e7fb)

In the case of studies carried out totally or partially in a foreign university system, 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, please contact the following address:

<https://www.universidades.gob.es/equivalencia-de-notas-medias-de-estudios-universitarios-realizados-en-centros-extranjeros/>

Two scenarios are envisaged:

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

Average grade of several degrees

1) In the event that the applicant submits more than one degree, the following rules will be taken into account in order to obtain the combined average grade:

1.1 First- and second-cycle studies. The average grade of the academic transcript of records of applicants who present licentiate degrees or second-cycle engineering degrees, which were accessed through previous first-cycle university studies, such as a three-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 first-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 first cycle and those of the master's degree, having to have completed at least 240 credits in the entirety of the first-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 course 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 three-year degree, or Technical Engineer, Technical Architect and Teaching qualifications, will take into account all the credits passed in the first cycle and those of the bachelor's degree, having to have completed at least 240 credits in the entirety of the first-cycle university studies and those of the bachelor's degree. 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 the master's degree for access to the doctoral programme will include all the credits passed in the bachelor's degree and in the master's degree and must have completed at least 240 credits in the entirety of the first-cycle university studies and those of the master's degree.

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 $(X_1 * G + X_2 * M) / (G + M)$ 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 analogy, safeguarding the principle of fairness.

d) To not 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) To not be in possession of a doctoral 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, 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 the University of Salamanca's own 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 studies) must be after 1 January 2019.

However, the date of completion of studies may be earlier than the one mentioned above and up to 1 January 2015 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 bachelor's or master's degree or at least one master's degree in Spanish are exempt from submitting this certification, but to assess the merits of the curriculum vitae, they will be assessed as if they were presenting an official B2 level certificate.

h) To not 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, approving the new statute for research personnel in training, or of other calls for grants to finance the hiring of research personnel 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 is accompanied 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 maintained until the moment of incorporation in the event of receiving a grant.

Article 3. Characteristics of the Contract

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

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

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 the 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 agreed upon for a duration of less than four years, it may be extended successively, but in no case may the extensions be for a duration of less than one year. No worker may be hired under this modality, in the same or a different entity, for a period of more than four years, including any possible extensions. However, when the contract is agreed upon by a person with a disability, the contract may be for 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 under this modality, the time remaining up to the maximum of four years, or six years in the case of disabled persons, is less than one year, the contract may be concluded, 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 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 passed favourably.

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, adoption for the purpose of 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 of time spent on part-time leave for birth, maternity, paternity, adoption for the purpose of adoption or foster care, and reduction of the working day for reasons of 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 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 conciliation or care of minors, family members or dependent persons, during the duration of the contract shall give rise to the extension of the contract for the time equivalent to the reduced working day.

e) The established salary will be:

Years 1 and 2 of the predoctoral contract: 1,359€/month (14 payments).

Year 3 of the predoctoral contract: 1,460.93€/month (14 payments).

Year 4 of the predoctoral contract: 1,826.16€/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 of pre-doctoral research personnel in training.

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 personnel in training obtains the title of Doctor or completes their period in the doctorate 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 doctoral thesis.

If the doctoral degree is obtained before the start of the last year of the grant, the continuation of the contract may be requested as post-doctoral training one month before the date of the thesis defence. In this stage, the supervisor of 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 thesis supervisors of these contracted students:

a) Have at least one six-year period of recognised research activity, the evaluated period of which includes at least one of 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 Leon (ACSUCYL) and the National Agency for Quality Assessment and Accreditation of Spain (ANECA). In 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 their incorporation).

d) Be the author/co-author of a patent in operation during 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 of research relevance by the Academic Committee.

2) The proposed thesis supervisors will hold be PhD holders and linked to the University of Salamanca or the CSIC by employment or by statute, through positions that permit research activity, and full-time workers, 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. Assistant professors and postdoctoral fellows may also be supervisors, 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 director does not have the I3/R3 certificate, it will be compulsory to appoint a co-director who does have an employment or statutory relationship, through figures with research capacity and full time, and who also meets all the requirements set out in section 4 of the call for proposals. In the present call, 5 contracts out of the 25 funded will be reserved for researchers whose supervisor has been contracted Beatriz Galindo (junior and senior) or has the I3/R3 accreditation certificate from the State Research Agency and in that case has been the beneficiary of an ERC Grant (European Union), or postdoctoral contracts Marie Curie Individual Fellowships, CERN Senior Fellowships (European Union), Ramón y Cajal, Juan de la Cierva incorporation, Miguel Servet (Carlos III Health Institute), María Zambrano during the last two years.

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

- If the proposed thesis supervisors are employed or have a statutory connection, by means of 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 thesis supervisors who are joint PIs of a research project of the Ministry of Science, Research and Universities (calls for proposals "Generation of Knowledge" and "Research Challenges"), 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 unless the research team of the project is composed of more than 10 researchers and does not have an associated FPI contract, in which case two applications may be submitted. In the event that there are more applications than indicated above, endorsed by members of the same project team, only those of the applicants with the highest weighted average grade will be accepted, taking into account the limits indicated above.

- 4) No thesis supervisor of pre-doctoral research staff contracted through funding from the 2023 call of the USAL-owned programme 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 contract supervisors who are in postdoctoral training.
- 5) No supervisor may endorse more than one application in this call. In the event that 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 fellowship has become effective. In any case, the reasons for the change must be justified and submitted to the Vice-Rectorate for Research, which must be informed by the corresponding Academic Committee of the Doctoral Programme.
- 9) The thesis supervisors are obliged to monitor and control the grants and inform the Vice-Rectorate for Research of any incident or circumstance that modifies the conditions under which the grants were 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>

Applications 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.

As an exception, for applications from foreigners who do 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 application period will start on 18 February and end on 17 March 2025.

Candidates may submit only one application. If more than one 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 of 18 November.

5.2 Letter of pre-admission to a doctoral programme of the University of Salamanca issued by the department responsible for that programme or by the Doctoral School, signed by the authorized person or by the commitment 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 2024-2025.

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 fellowship application form.

5.3 Scientific-technical report on the PhD thesis project, with the following information: 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, will not be required to submit the documentation listed in Sections 5.4 and 5.6.

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

b. For studies carried out partly or entirely abroad, applicants should apply for the calculation of equivalent average grades for university studies taken abroad via the portal <https://www.universidades.gob.es/equivalencia-de-notas-medias-de-estudios-universitarios-realizados-en-centros-extranjeros/>. The applicant will provide the 'Declaration of Equivalence of Average Grade' obtained in the manner described on the Ministry's website. It will only be effective if it is accompanied by the official academic transcript of records and, where appropriate, the corresponding translation.

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 evidence.

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

The curriculum vitae will be accompanied by a signed declaration of responsibility.

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

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

5.8. For applicants referred to in point 2.g.2: certified photocopy of the 'Family Book'

5.9. **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 period was granted.

b. Research projects and contracts (carried out under Article 60 of the *LOSU* and providing funding) directed or in which you have participated in the period from 2019 to 2024 (January 2019 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 2018 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 Castile and León (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 accredit their affiliation from the moment of their incorporation).

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 2018 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) or the Quality Assurance Agency for the University System in Castile and León (ACSUCYL) and 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. In 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 their incorporation).

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

e. PhD theses supervised in the last six years (January 2018 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 director has the I3/R3 accreditation certificate from the Spanish State Research Agency and has been the beneficiary of a Europe Research Council (ERC) Grant (European Union), Marie Curie Individual Fellowships, CERN Senior Fellowships (European Union), Ramón y Cajal, Juan de la Cierva incorporation, Miguel Servet (Carlos III Health Institute, María Zambrano) during the two years before the closing date of this call, the director must certify that they hold the R3/I3 certificate from the Spanish State Research Agency. If the director has been a Beatriz Galindo postdoctoral fellow (junior and senior), beneficiary of an ERC Grant (European Union), Marie Curie Individual Fellowships, CERN Senior Fellowships (European Union), Ramón y Cajal, Juan de la Cierva incorporation, Miguel Servet (Carlos III Health Institute, María Zambrano) during the two years before 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.

5.10. If applicable, accreditation of a degree of disability equal to or greater than 33%.

The merits included in CVs, which are not fulfilled by the closing date for the submission of applications, will not be taken into account.

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 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, 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.

The selection of candidates will be carried out on a competitive basis both in the case of the 20 contracts included in the general quota and the 5 reserved for the excellence quota, by the Delegated Commission of 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 shall be empowered to interpret all circumstances in the applications that are not explicitly set out in these rules.

One contract will be reserved for people with a recognised disability equal to or greater than thirty-three per cent of the 20 contracts pertaining to the general quota and of the 5 reserved for those applications corresponding to directors who have been postdoctoral recruits from programmes of excellence. If there are no applicants, they will be merged into each of the two groups.

The Research Council will publish on the website of the University of Salamanca <http://investigacion.usal.es> and the electronic notice board of the electronic headquarters of the USAL <https://sede.usal.es/web/guest/tablon> 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. Candidates admitted, excluded or omitted because they do not appear on either the list of those admitted or excluded, 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 12 points)	
* The maximum score can be achieved by applying different combinations of merits	
Average grade	Maximum 10 points
Candidate's additional merits	Maximum 2 points
The quality of the publications will be assessed, as well as the degree of 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 Castile and León (ACSUCYL) and the National Agency for Quality Assessment and Accreditation of Spain (ANECA) according to the assessment indicated in sections 5.9 c) and d) of the call for proposals, except in the case that the author must accredit his/her affiliation with the USAL.	Maximum 1 point
First quartile (or similar): Maximum 0.50 points Second quartile (or similar): Maximum 0.25 points Third and fourth quartile (or similar): Maximum 0, 15 points	
Collaboration Fellowship or equivalent awarded.	Maximum 0.50 points
Consideration will be given to those undergraduate grants awarded which, in the opinion of the delegated Commission of the Research Council, may be considered equivalent to Collaboration Fellowships. (Scholarships where financial aspects are a determining factor will not be considered).	
Research employment contracts	Maximum 0.20 points

Having applied for pre-doctoral grants in one of the last competitive calls (2021- 2024): - 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 0.50 points
Official certification of accredited languages other than one's mother tongue (See Annex I).	Maximum 0.20 points B2 or higher: 0.10 points C1: 0.15 points
THESIS SUPERVISOR (Maximum 3 points) *	
* The maximum score can be achieved by applying different combinations of merits	
Active six-year period	0.60 points
Publications (in the last six years, January 2018 to the closing date of this call)	Maximum 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 Castile and León (ACSUCYL) or the National Agency for Quality Assessment and Accreditation of Spain (ANECA), according to the assessment set out in section 5.9. c) y d)	
First quartile or similar	0.20 points
First quartile or similar	0.10 points
Third and fourth quartile or similar	0.05 points

RESEARCH PROJECT	Maximum 1.25 points
Research projects and contracts (under Article 60 of the LOSU) led or participated in over the past five years (January 2019 - closing date of this call). In the case of contracts under Article 60 of the LOSU, 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 o similar. Principal investigator at the USAL of one of the projects indicated in point 1a).	0.75 points
1c) Principal investigator at the USAL of one of the projects Indicated in point 1b).	0.75 points
2) Competitive at the national: STATE RESEARCH AGENCY, ISCII etc. and calls for proposals from BBVA, LA CAIXA, ASOCIACIÓN ESPAÑOLA CONTRA EL 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 2018-date of the closing date of this call) 0.30 points for each thesis supervised and 0.15 points for each co-supervised thesis.	Maximum 0.40 points
If the doctoral theses meet criterion 5.9(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 1 point)	

If the candidates' scores are tied, the applicant with the highest weighted average mark shall 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 grants, pre-doctoral applications, and languages (in this order). If a tie persists, the score obtained for the supervisor's CV will be used to break the tie.

If the five contracts corresponding to the quota for supervisors belonging to programmes of excellence are not filled, the remaining contracts will be transferred to the general quota to be allocated 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 on the awarding of the fellowships.

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

The scores obtained in 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 a period of two months from the date of notification. However, before this, and on an optional basis, an appeal for reconsideration may be lodged with the same body that issued the resolution within a period of one month from the date on which it was issued.

Applicants may reclaim rejected or refused applications within three months of the publication of the resolution of 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 receiving of a grant under this call implies exclusive dedication on the part of the holder 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 disclose any other subsidies or grants obtained or applied for in respect of the subsidised activities, both when applying and at any time thereafter.

Any modification of the conditions taken into account for the award of the grant, and in any case the concurrent receipt of other grants or aid, 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 administration becomes aware that a beneficiary has received another subsidy or subsidies that are incompatible with the one granted without having made the corresponding waiver.

However, payments for teaching and research tasks 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 by means of the corresponding certification. In the case of the beneficiaries of grants affiliated with research institutes, they will carry out these tasks in the department to which their thesis supervisor is affiliated.

If the proposed thesis supervisor is employed by the CSIC, the application to collaborate in the teaching activities must be approved by a department of the university.

Research staff in training shall 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 rules established in this call for proposals.

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 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 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 the 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, of the completion of the thesis and participation in research projects in which they are involved.
- Request prior authorisation from the Vice-Rector for Research 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 for proposals throughout the grant period, as well as the final report.
- Communicate to the Research Management Agency the date of the PhD thesis defence, at least 1 month in advance.
- Make reference to the funding from the University of Salamanca, in publications and other results that may derive from research activities carried out during the period of the grant. 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 2024, >>.
- Acceptance of the grant by the beneficiary implies compliance with the rules set out in this call, as well as the other obligations established in Law 17/2022, of 5 September, according to the fourteenth term 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 Recruitment 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 have the specific duties provided for in Art. 13 of Royal Decree 103/2019, of 1 March, approving 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 in 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 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 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 the Fellowship

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 waiver 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 thesis must be accompanied by a report from the thesis supervisor.

The financial effects of cancellations will take effect on the same date on which they occur, without prejudice to the reimbursements to be made in the event of undue payments having been made.

If the application for the submission of the thesis has not been presented after the period of the contract has elapsed, 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 rules and other applicable regulations, as well as those established in the corresponding 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) The total and manifest non-compliance with the training objectives and the implementation of the activities for which the aid was granted shall be cause for total reimbursement of the aid received during the period in which such non-compliance occurred and the revocation of the grant awarded.

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 of time 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 before having renounced the grant in question.

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 entail the return of the amounts received for the period not justified.

Article 15. Legal Framework

The call will be 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 León, (Official Bulletin of Castile and León [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 León.
 - 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 León.
 - Law 39/2015, of 1 October, on the Common Administrative Procedure for Public Administrations (Official State Bulletin of 2 October 2015).
 - Organic Law 2/2023 of 22 March on the university system (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 León of 17 February 2000) modified by the Governing Board in 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, for the purpose of resolving the call for applications. These data shall be kept for the time necessary to fulfil this purpose and the data on the contracts awarded will be kept for the purposes of certification and statistics as appropriate.

Article 17. Gender

In coherence with the value of gender equality adopted by the university, all names used in this call resolution in the masculine gender, when they have not been replaced by generic terms, will be understood to be used indistinctly in the female gender.

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 a period of 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 of Foreign Languages different from that of the degree. Call for Predoctoral Contracts of the University of Salamanca for 2024.

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