



TALENTIA POSTDOC – CALL REGULATIONS

This is an extract of the call regulations¹ including all essential information to understand the implications of participating in the call for Talentia Postdoc Fellowships.

For any queries contact us at talentiapostdoc.aac@juntadeandalucia.es or +34 955 00 74 78.

1. Purpose

The development of a sustainable economic system, which allows us to satisfy our current needs without compromising our ability to meet future needs, requires a general improvement of the economy, and specifically of the competitiveness of the Andalusian economy in the global economy. This competitive improvement should happen through innovation, the ability of our human capital to generate knowledge and transform that knowledge into technologies and services useful for the society.

In the context of the European Union, and taking into account present and future challenges posed by globalization, the economic growth of Andalucía and its ability to create jobs and welfare would rely on the ability of our industry to develop innovative products, services and business models. In order to achieve these goals it is essential to work at the beginning of the knowledge generation-transfer-application cycle, through the Andalusian Knowledge System, making funding available for the development of R&D activities in an open international competition.

The Regional Ministry of Economy, Innovation, Science and Employment of Andalucía is in charge of supporting and developing talent at an international scale and on the principles of merit, ability and equal opportunities. Talentia Postdoc is a fellowship programme for transnational mobility in connection with the European Research Area, with the aim of obtaining improvements in terms of innovation, technology transfer, entrepreneurship, productivity and sustainable development in Europe.

The Andalusian Knowledge Agency (AAC) participates in the EU 7th Framework Programme via the Marie Curie Action, “Co-funding of Regional, National and International Programmes” to stimulate research activities without mobility restrictions, co-financed by the Junta de Andalucía and the European Commission. The AAC is part of The Regional Ministry of Economy, Innovation, Science and Employment.

The Talentia Postdoc Fellowship Program, managed by the Andalusian Knowledge Agency offers:

- Assistance, guidance and advice to candidates in the selection of their Research Project, the host institution and the contracting entity.
- Economic Incentive: the funds to fulfil this purpose.
- Access to complementary activities within the Andalusian Knowledge System allowing researchers to deepen their scientific and non-scientific skills.
- Post-scheme support to further develop their careers while remaining connected to the European Research Area

¹ Orden de 26 de febrero de 2014, por la que se aprueban las bases reguladoras para la concesión de subvenciones del programa Talentia Postdoc para la movilidad internacional del personal investigador y se efectúa su convocatoria. (BOJA n. 41 de 03/03/2014)
<http://juntadeandalucia.es/boja/2014/41/1>





2. The call

The call offers 16 two-year contracts to experienced researchers.

3. Mobility schemes

Incoming mobility : Allow experienced researchers, non-residents of Spain, to carry out their research for 24 months based in their selected agent of the Andalusian Knowledge System. Applicants to this scheme may originate from any country inside or outside Europe.

Outgoing mobility: Allow experienced researchers, residents of Member States or Associated Countries, to work between 12 and 18 months in their selected destination universities and research centers, and then spend a period of between 6 and 12 months in their selected agent of the Andalusian Knowledge System (up to a maximum of 24 months).

4. Host and contracting institutions

Host institutions are where the researchers do their research work or whose resources they employ while working on field or at third parties premises.

Contracting institutions are the institutions that hire the researcher for the whole 24 months period.

Both roles can be played simultaneously.

Host institutions must be research organisations as defined in article 2.2.d) of the Community Framework for State Aid for Research and Development and Innovation (2006/C 323/01), which means an entity, such as university or research institute, irrespective of its legal status (organised under public or private law) or way of financing, whose primary goal is to conduct fundamental research, industrial research or experimental development and to disseminate their results by way of teaching, publication or technology transfer; all profits are reinvested in these activities, the dissemination of their results or teaching; undertakings that can exert influence upon such an entity, in the quality of, for example, shareholders or members, shall enjoy no preferential access to the research capacities of such an entity or to the research results generated by it.

Researchers will be hired by [research institutions belonging to the Andalusian Knowledge System](#) acting as contracting institutions regardless of their mobility scheme. In the case of incoming mobility, the institution hiring the researcher will also be the host institutions whose resources the researcher uses to do his research project. In the case of outgoing mobility, the researcher will first spend between 12 and 18 months at a host institution in a third country (not his country of residence nor Spain) as a visiting researcher, and will finish his work at the contracting institution for the last 6 to 12 months up to the total 24 months of fellowship.

Candidates for both mobility schemes are responsible for securing their host institutions according to the sample commitment letters shown in [Annex III](#) and [Annex IV](#).





5. The fellowship

The Fellowship includes:

- A. **Basic annual salary** and **Social Security costs**. The same basic salary is offered to all fellows under the program, irrespective of the mobility scheme and the country of destination chosen.
- B. An average yearly **travel allowance** to cover travel expenses during the outgoing phase. Three travel schemes have been designed, considering average costs of travelling within Europe, between Europe and America and between Europe and Asia and rest of the world.
- C. A **mobility allowance** to compensate the costs that arise due to the fact of living outside its regular/usual residence.
- D. A **research cost contribution** has been calculated for lab-based and non-lab-based researchers.

Each person is allowed to submit one application only.

It is the sole responsibility of the applicant to manage documents, visas and authorizations necessary to enter the country of destination and to reside and work in it under local law for the duration of the contract.

6. Eligibility criteria:

- Being non-resident of the country where the research will be carried out, unless being resident in Spain in the frame of a return phase of an outgoing mobility scheme.
- Undergraduate degree: Holding an undergraduate degree issued within the European Higher Education Area (EHEA). For degrees issued in countries not included in the EHEA a favorable technical report of the Direction of Evaluation and Accreditation of the Andalusian Knowledge Agency is required.
- Mobility is not allowed to the country where the applicant has obtained their degree.
- Doctorate holder: Hold a PhD degree obtained within 10 years before the deadline of the call. Situations such as temporary disability, maternity leave, adoption or foster care may interrupt and must be credited and demonstrated by providing supporting documentation.
- Work/Professional experience: Do not have worked or researched full-time for over 6 months, in the last 3 years, in the country where the research will be carried out.
- Admission/Invitation: Being admitted to a reputed host institution to carry out a research project for two years. For the outgoing mobility scheme, the researcher will work between 12 and 18 months in a selected host institution and then spend a period of between 6 and 12 months in their selected agent of the Andalusian Knowledge System, completing the return phase.
Unless otherwise stated, the research activities will have to start in September 2014.
- Commitment: Candidates for both mobility schemes are responsible for securing an agent of the Andalusian Knowledge System to oversee their research activities. This is a requirement to be fulfilled before the deadline for submitting information during the application process. For the incoming mobility scheme, the agent of the Andalusian Knowledge System will act both as host entity and contracting entity.

For the outgoing mobility scheme the requirements on residency, University degree and Work/Professional experience do not apply in the return phase.



7. Economic Incentive:

-Salary and social security: Gross salary of 52,295.34 euro/year, plus the Social Security cost associated with hiring the researcher estimated at 13,285.61 euros.

-Travel allowance: Three travel schemes have been designed, considering average costs of travelling within Europe, between Europe and America and between Europe and Asia and rest of the world.

These amounts are doubled in case the researcher travels with dependent family members (first degree relatives).

Scheme	Researcher (annual)	Researcher with family (annual)
Within Europe	627,54 euro	1.255,09 euro
Europe - America	1.568,86 euro	3.137,72 euro
Europe - Asia / rest of the world	2.091,81 euro	4.183,63 euro

-Mobility allowance: There are two reference amounts depending on the family situation of the researcher at the time of the recruitment:

	Annual amount
Researcher	5.020,35 euro
Researcher with family	8.785,62 euro

-Research cost contribution: A research cost contribution has been calculated for lab-based and non-lab-based activities.

Type of research	Annual amount
non-lab-based	5.020,35 euros
lab-based	7.530,53 euros

The amounts indicated in the previous sections are maximum amounts corresponding to a research activity for a maximum of 24 months.

8. Requirements for the contracting entity

Be a knowledge generation agent of the Andalusian Knowledge System, essentially universities and public research institutions in Andalucía. (Law 16/2007, December 3, Science and Knowledge Act and Decree 254/2009, of May 26). The obligations of the contracting entities are:

- Establish a working relationship with the beneficiaries in accordance with the provisions of these regulations.
- Pass the funds received to the beneficiaries according to the regulations.
- Adhere to all monitoring and control of the Research Project by Junta de Andalucía and European Union.
- Report on the economic incentive.





- Commit to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers.
- In line with the rationale and principles of the People Program within the FP7, the Research Project will be approved by an ethical review board. The ethical review board will verify that the Project complies with their destination's national and regional regulations regarding ethics, as well as with the limitations imposed by the ethical rules applying to the EU's Seventh Framework Programme for Research. Prior to the signing of the contract it will be reviewed by the Ethics Committee. The ethical aspects of the research project will be subjected to specific monitoring along the project (Decision 2006/1982/EC of the European Parliament and the Council of December 18, 2006).
- Collaborate in the procedure of refund when the case is given.

[List of eligible collaborating entities.](#)

Do not misunderstand this as the obligations of the host institutions. See section 4. They are different roles, although contracting entities can also play de role of host institutions. Full details of obligations by host institutions are included in [Annex III](#) and contracting institutions in [Annex IV](#).

9. Application process

All official communications will be published on our website: www.becastalentia.com

The Application can be submitted online. If you do not have electronic signature you may submit it at any Official Register in Andalucía, send it by certified mail or via a Spanish Embassy or Consulate.

The application must include:

- Application form signed by applicant ([Annex I](#))
- Research proposal.
- Scientific CV
- Invitation by host institution ([Annex III](#))
- Hiring commitment by contracting institution ([Annex IV](#))

The deadline for applications is two months from the day following the publication of the notice in the Official Gazette of the Junta de Andalucía.

- Launch of call for applications: 04/03/2014
- Deadline for applications: 05/05/2014

10. Evaluation Criteria

The technical evaluation of the proposals will take place in a competitive basis, and in accordance with the principles of disclosure, transparency, merit and ability. Equal opportunities for all candidates will be ensured.

Applications will be evaluated on a 100 percentage point's basis, looking at the academic and professional profile of the candidates, appropriateness of the intended destinations, and potential impact of the program of work, measured by:





Candidate profile (40%)

- fellowships, scholarships or other awards obtained, as well as proofs of career progress and distinctions obtained in other dimensions. (0-10)
- width and depth of previous research experience and publications, especially in top journals and across different fields of study. (0-10)
- industry, entrepreneurial and management experience in areas relevant or transferable to its field of study. (0-10)
- relevance for their research career of previous international exposure (0-10)

Destination (30%)

- appropriateness of the intended destinations. (0-10)
- appropriateness of the chosen mobility scheme for their research project. (0-10)
- profile and comments of the supervisors at the intended destinations. (0-10)

Impact (30%)

- feasibility and potential significance for the ERA of the proposed research project. (0-10)
- potential impact of the proposed research project to the development of the research career of the candidate in the ERA. (0-10)
- potential significance and impact on Andalusia of the proposed research project. (0-10)

11. Evaluation Process

All the eligible candidates will be marked. All candidates who have obtained at least 50% of the points in each three evaluation criteria (candidate profile, destination and impact) will be ranked.

The Selection Committee will be chaired by the Director of Evaluation and Accreditation, assisted by the Responsible of R&D+i of the Agency and a team of at least 10 external experts.

The experts shall have broad international research or business experience, a documented interest for knowledge transfer and a connection with the entrepreneurial world.

In line with the recommendations of The European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers, the selection committee will be gender balanced, with no men or women representing more than 60% of the members.

At the same time, the committee will bring together diverse expertise and competences and will include members from different sectors (public and private) and disciplines.

The following rules will apply to avoid conflicts of interest:

- Evaluators won't offer employment contracts within their institutions to candidates under evaluation.
- Evaluators won't be members of host institutions chosen by the candidates evaluated.
- Evaluators won't have previous or current scientific collaborations with the candidates evaluated.
- Evaluators won't work or collaborate with competitors of the companies where candidates work.
- Evaluators won't be directors, administrators, managers or owners of host institutions chosen by candidates evaluated.
- Evaluators won't be fellow alumni from universities at undergraduate or graduate level.





- Evaluators won't have family or relative ties or connections with candidates evaluated.

All experts will be informed about their obligation to adhere to The Code of Conduct for the recruitment of researchers and follow the principles that will ensure the selection is made with all the guarantees of transparency and fairness in the way merit is judged.

Three experts will independently evaluate each written research proposal against the evaluation criteria. The experts may not be of the same nationality. If scores given by experts are spread by more than 10% of the maximum possible score (100) one more expert will review the application. The final score will be the average of the three or four scores given. The Committee can request the intervention of further experts if spread is still significant.

Personal or telephone interviews may take place. The goal of the interviews will be to verify the candidate's fit with the evaluation criteria: their profile, the reasoning behind their selection of destination centers and mobility scheme, and the potential impact of their research for the ERA. The interview will therefore help to adjust the marking during the evaluation process.

Candidates will be able to review its application status at www.becastalentia.com

12. Documentation to be submitted with Annex II

The evaluation process will be conducted based on the content of the applications, with no documental proof of the conditions and merits required at that first stage. Once evaluation finishes, a provisional list of candidates will be selected for awarding, as well as a reserve list. Those candidates will be requested to provide the relevant documents supporting the information included in their applications.

The provisional beneficiaries and the candidates on the reserve list must provide the following documents together with the Annex II FORM FOR CLAIMS / ACCEPTANCE / REDRAFT AND SUBMISSION OF DOCUMENTS:

- Residence: registration certificate or similar legal valid document, issued no earlier than three months from the deadline of submission of applications.
- Graduate Degree
- PhD certificate or official notification of the award.
- Curriculum vitae and Official document certifying the activities in the three years prior to the deadline of submission of applications. (Report of Working Life or similar legally valid).
- Admission/invitation: document from a host institution where completion of the research project will take place in accordance with the provisions of paragraph 4.a).2°.1.e) and annex III
- Commitment Letter: commitment by a contracting entity to conduct recruitment in accordance with the provisions of paragraph 4.a).2°.1.f) and annex IV.

When relevant:

- Accreditation on the circumstance of having dependents by providing a certified copy of marriage certificate, similar legally binding document or official document certifying dependency status of a member of the family unit to the first degree of consanguinity or affinity.
- The applicants benefiting from an interruption referred to in paragraph 4.a) 2°. 1.c) or evidencing a degree of disability equal to or greater than 65%, should mention that in the application form and provide documentation as set out in Article 17.2 of the regulatory bases





13. Final awarding

The final awarding will be released within three months after the deadline for applications.

14. Communication

All official communications will be published at www.becastalentia.com, www.aac.es and www.juntadeandalucia.es/economiainnovacioncienciayempleo.

Candidates can contact the Andalusian Knowledge Agency at talentiapostdoc.aac@juntadeandalucia.es and +34 955 00 74 78.

15. Circumstances that may lead to the modification of the outcome

- Modifications of the length of stay at the Host Institution/Contracting Entity within the specified limits.
- The need to change Host Institution because of transfer Scientific Supervisor or other circumstances duly justified.
- Breach of obligations by the Host Institution or Contracting Entity.
- Changes in the development of the Scientific Project.
- Any circumstances that may justify a modification of the outcome without changing the purpose of the fellowship or the procedures of the Program.

16. Information and communication

The beneficiary shall, throughout the duration of the project, take appropriate measures to engage with the public and the media about the project and to highlight the financial support of the Talentia Postdoc Program, co-financed by the Junta de Andalucía and the European Commission.

Publications of results should make explicit reference to its funding by the Junta de Andalucía and the European Commission under the Cofunding of the 7th Framework Programme in the People Programme.

Responsibilities of the Researcher:

- Incorporation into the host center on the date set and perform the research activity in accordance with standards laid down in this Call. Fulfil the period of stay so as to accomplish the object of recruitment.
- Report as required.
- Manage documents, visas and authorizations necessary to enter the country of destination and to reside there under applicable law for the duration of the research process.





17. Reporting to the Andalusian Knowledge Agency

Financial reporting will be done by the contracting institution within one month after each three month period.

Scientific reporting will be done by researchers within three months from the completion of each year of research activities and should include reports from their scientific supervisors.

Reporting must be done by providing original documents or certified copies.

Financial reporting is done by providing invoices, bank statements, etc.

The following documentation is accepted:

- Salary: proof of expenditure on salaries and social security
- Travel allowance: certificate of incorporation
- Mobility allowance: proof of expenditure
- Contribution to research costs: annual scientific-technical report on the completion of the research project

According to the criteria established by the European Union for this line of co-financing, the supported activity is justified by implementing the research project. The reporting is done on a yearly basis by providing technical and scientific reports. These reports must have the approval of the supervisor/mentor at the host institution and the collaborating entity.

18. Causes of Refund

- Failure to start at the host institution.
- Failure to start the research project for which the fellowship is awarded.
- Breach of duties towards the contracting institution.
- Change in mobility scheme, of host institution or research project without prior authorization.

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