



CRG International Postdoctoral Fellowships Programme

Call Text

The CRG Postdoctoral Fellowships Programme for talented young researchers in Life Sciences offers exciting career opportunities at the Center for Genomic Regulation (CRG). The programme aims at enabling outstanding junior scientists of all nationalities to develop a competitive research project in life sciences, broaden and deepen their research skills and to boost their career perspectives and encourage them to become successful independent research scientists.

We offer you a career boost by providing opportunities to learn new techniques and skills and develop leadership qualities in a highly stimulating and international environment with a collaborative work atmosphere.

The Programme supports 3 fellows working on projects of a duration of 24 months recruited in the current call for proposals.

The terms and conditions of the CRG International Postdoctoral Fellowships Programme are outlined below:

Eligibility Criteria

Candidates should fulfil the following eligibility criteria at the time of the call deadline. If it becomes clear before, during or after the evaluation phase that one or more of the eligibility criteria have not been fulfilled, the proposal will be declared ineligible and withdrawn from any further examination.

- Candidates can be of any nationality.
- Candidates must hold a PhD degree at the start of the fellowship (but not necessarily at the time of application). Applicants who do not hold a PhD degree at the deadline must pass their PhD exam (or equivalent) before they can start their fellowship.
- Candidates must have at least one publication as first author (either in press or published) at the time of the deadline. Only original research articles are taken into account, i.e. review articles and patent applications do not count. Publication updates after the deadline will not be accepted.
- Candidates must provide two letters of reference
- Candidates working at CRG for more than 3 months before the deadline will not be considered.



**Postdoctoral
Fellowships
Programme**

Deadline for applications:
September 9, 2016

Application process

Applications for the CRG Postdoctoral Fellowship Programme are accepted exclusively online through our online application system. The application deadline is September 9, 2016 at 5:00pm (local time). Proposals must be written in English. Applicants will be asked to complete the following information on the application form:

- a) CV specifying education and experience (including list of publications, conferences, projects, fellowships obtained, awards...)
- b) Research groups to carry out the research project. The list of the research groups that have agreed to participate in the Programme will be available on the website.
- c) Motivation letter indicating the group(s) the candidate is interested in and why.
- d) Details on the referees that will provide at least 2 letters of reference. Referees will send their confidential letters directly to CRG using the online application.

Candidates should ensure that all information, including reference letters, is submitted before the deadline. Incomplete applications will not be eligible.

All personal data requested by CRG from applicants will be treated in accordance with the principles of the Data Protection Act (15/13 December 1999).

Redress Procedure: Upon reception of the information letter to the candidates with the outcome of the selection process, fellows may request a redress procedure, if there is any indication that there has been a shortcoming in the evaluation process or eligibility check. Any requests for redress must be related to the evaluation process, or eligibility check. The procedure will not call into question the scientific or technical judgement of appropriately qualified experts. Information on the redress procedure will be outlined in the information letter sent to applicants.

Selection process

The selection of the fellows will be based on the candidates' academic qualifications and research excellence as described below:

Pre-selection: The pre-selection will be based on the candidate's CV according to the number and relevance of publications, fellowships obtained under competitive calls, participation in international meetings, reference letters and other merits (teaching, patents, mobility etc). Eligible applicants will be informed about the outcome of the pre-selection via email approximately 10 days after the application deadline. No individual feedback will be provided at this stage

Submission of scientific proposals by candidates: Pre-selected candidates will be invited to contact their prospective group leader(s) and write a 3-page scientific proposal using the proposal template available on the call website.



The CV and adequacy of the candidate to the selected project will be evaluated by the Group Leaders and external reviewers

Oral interviews: Candidates who successfully passed the pre-selection will be invited to present their projects in an oral interview. Interviews will take place within 8-12 weeks of the closing date for applications. All applications together with the interview report will be evaluated by a panel of experts. The final decision on the selection will be taken in a consensus meeting which will be held after the oral interview.

Notification to candidates: The top candidates will be offered a CRG Postdoctoral Fellowship ip and will be invited to sign an acceptance letter within four weeks of the selection date. All ethical issues that might have arisen in any proposals recommended for funding will be reviewed and cleared before any fellowship can start. Selected candidates should start their fellowships within 3 months of the acceptance at earliest on December 1st, 2016

Evaluation Criteria

Eligible applications will be evaluated according to the following criteria.

Pre-selection:

Evaluation criteria	Description	Weighting
CV	Number and relevance of publications (incl. citations, journal IF) Fellowships and awards Participation in international meetings Other merits (mobility and knowledge transfer)	50%
Short Scientific Project	Relevance, Research, Innovation, Excellence and Feasibility. Interdisciplinarity will be especially encouraged.	20%
Motivation Letter	Clearly stating why the candidate wishes to work as postdoctoral fellow at the CRG and specifically in the chosen CRG group	15%
Reference Letters	Two reference letters, one from the PhD supervisor and one from a scientist who had a scientific relation with the candidate	15%
Total Score		100%



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Final decision:

Evaluation criteria	Description	Weighting
Pre-selection evaluation criteria	See above	50%
Project presentation	Project defence and basic scientific knowledge, independence, motivation, presentation skills, impact of the project on the career development of the fellow and interdisciplinarity of the project	50%
Total Score		100%

Appointment Conditions

Successful candidates will be required to communicate their acceptance and the start date of their project within 30 days of receiving notification of the outcome of the selection process. Fellows are expected to take up their fellowships within 3 months of notification of acceptance. In the case of third country fellows, and other justified cases, extra time could be given to obtain the visa permit and other necessary arrangements.

Upon acceptance of the CRG Postdoctoral fellowship, fellows sign a Work Contract and a Fellowship Agreement with the CRG, which contains the appointment conditions following the CRG regulations, in particular:

- a) Fellows will be employed for 24 months by CRG under a work contract with full social security and a competitive salary following the CRG salary scales.
- b) Fellows will work full time on the project
- c) Breaks in the fellowship will be permitted for reasons of maternal/paternal leave, childcare, military or other civil duties, care of elderly relatives or illness. Requests for breaks for other reasons will be considered on a case-by-case basis.

CRG is committed to conducting transparent and merit-based recruitment and selection procedures and providing good working conditions for researchers in alignment with the European Charter and Code for Researchers, as demonstrated by the “HR Excellence in Research” Award received by the European Commission in 2013.



Responsibilities of fellows

Selected fellows will be required to comply with the CRG regulations, in particular:

a) **Ethics and scientific practise**

Fellows will respect the fundamental ethical principles, scientific practise and national and international regulations concerning ethical issues in research. For further advice, please see the CORDIS website on ethics, or contact the Academic Office. As CRG employers fellows are also bound by the Code of Good Scientific Practice of the Barcelona Biomedical Research Park (PRBB) signed by CRG.

b) **IPR**

Fellows will adhere to the CRG Technology Transfer Policy

Helpdesk

A document containing the Frequently Asked Questions about the Programme can be consulted on the website. Please contact the Academic Office at academicoffice@crg.eu for any queries or assistance.