



UNIVERSIDADE DA CORUÑA

Academic Careers at the University of A Coruña

May 2019

ACADEMIC CAREER PATH DEVELOPMENT AT THE UNIVERSITY OF A CORUÑA

Academic Careers at the University of A Coruña should be read as a companion to *Career Options and Mobility Grants for UDC Researchers*, as the first two researcher career stages (R1 and R2) are common to both paths. The aim of the second two career stages described in this document (R3 and R4) is to create stable, independent research positions at UDC for leading researchers in their field of study. It is important to note that academic careers begun at UDC may be continued elsewhere in Galicia, Spain and the rest of the world, in accordance with the characteristics of each institution, autonomous region or country, details of which are not provided here.

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Academic career overview

Undergraduate degree	Master's degree	R1	R2	R3	R4
		Stage I	Stage II	Stage III	Stage IV
		PhD training	Postdoctoral training	Independent line of research	Independent, consolidated research
		First stage researcher	Recognised researcher	Established researcher	Leading researcher in field of study
		Predoctoral researcher	Postdoctoral researcher	Recruitment of teaching and research staff with commitment to promotion and tenure. Permanent researchers employed by UDC or GAIN.	Civil servants and permanent employees of UDC or GAIN
		Art. 21 LCTI*. Predoctoral contract	Art. 22 LCTI*: Contract for access to Spanish Science, Technology and Innovation System	Art. 23 LCTI*: Distinguished researcher contract Lecturer grade	Art. 25 LCTI*: Tenured civil servants
4 YEARS	1-2 YEARS	4 YEARS	5 YEARS	8 YEARS	CONSOLIDATION

*Science, Technology and Innovation Act, 14/2011 (1 June) (BOE 2 June 2011)

R1 Researcher. Stage I. PhD training	
First stage researchers. Individuals conducting research under supervision in universities, research institutes or industry. The profile includes PhD students.	
NECESSARY COMPETENCES	DESIRABLE COMPETENCES
Carry out research under supervision Have the ambition to develop knowledge of research methodologies and discipline Have demonstrated a good understanding of a field of study Have demonstrated the ability to produce data under supervision Be capable of critical analysis, evaluation and synthesis of new and complex ideas Be able to explain the outcome and value of research to research colleagues	Develop integrated language, communication and environment skills, especially in an international context
	REQUIREMENTS 300 ECTS credits (including min. 60 credits from Master's degree courses) Registration on a PhD programme

R2 Researcher. Stage II. Postdoctoral training	
Recognised researcher. PhD holders who have not yet established a significant level of independence, or researchers with an equivalent level of competence and experience.	
NECESSARY COMPETENCES	DESIRABLE COMPETENCES
Have demonstrated a systematic understanding of a field of study and mastery of research associated with that field Have demonstrated the ability to conceive, design, implement and adapt a substantial programme of research with integrity Have made a contribution through original research that extends the frontier of knowledge by developing a substantial body of work, innovation or application, and could merit national or international refereed publication or patent Demonstrate critical analysis, evaluation and synthesis of new and complex ideas Be able to communicate with peers: able to explain the outcomes and value of own research to the research community Take ownership for and manage own career progression, set realistic and achievable career goals, and identify and develop ways to improve employability Co-author papers at workshops and conferences	Understand the agenda of industry and related employment sectors Understand the value of own research work in the context of products and services from industry and other related employment sectors Be able to communicate with the wider community, and with society generally, about areas of expertise Be expected to promote the technological, social and cultural advances of a knowledge-based society within professional contexts Be able to mentor First Stage Researchers, helping them to be more effective and successful in their R&D trajectory.
	REQUIREMENTS
	PhD degree

R3 Researcher. Stage III. Independent researcher	
Established researchers. Researchers who have developed a level of professional independence.	
NECESSARY COMPETENCES	DESIRABLE COMPETENCES
Have an established reputation based on research excellence in their field Make a positive contribution to the development of knowledge, research and development through co-operations and collaborations Identify research problems and opportunities within area of expertise Identify appropriate research methodologies and approaches Conduct independent research which advances a research agenda Be able to take the lead in executing collaborative research projects in cooperation with colleagues and project partners Publish papers as lead author, and organise conference sessions and workshops	Establish collaborative relationships with relevant industry research and development groups Communicate research effectively to the research community and wider society Be innovative in their approach to research Be able to form research consortia and secure research funding / budgets / resources from research councils and industry Be committed to the professional development of own career and act as mentor for others.
	REQUISITOS Accredited university lecturer I3 certification

R4 Researcher. Stage IV. Established researchers, professors, lead researchers, research directors, senior scientists.	
Researchers who are leaders in their area or field of research. This profile would include the team leader of a research group or head of an industry R&D laboratory.	
NECESSARY COMPETENCES	DESIRABLE COMPETENCES
Have an international reputation based on research excellence in their field Demonstrate critical judgment in the identification and execution of research activities Make a substantial contribution to their research field or spanning multiple areas of research (breakthroughs) Develop a strategic vision about the future of their research field Recognise the broader implications and applications of their research Publish and present influential papers and books, serve on workshop and conference organising committees, and deliver invited talks	Be experts in managing and leading research projects Be skilled at managing and developing other people Have a proved track record in securing significant research funding / budgets / resources Beyond team building and collaboration, be capable of focusing on long-term team planning (e.g. career paths for researchers and securing of funding for research positions) Be excellent communicators and networkers within and outside the research community (creation of networks) Be able to create an innovative and creative research environment Act as role models for the professional development of others

Predoctoral contract (R1)

Purpose: To carry out research activities as part of a specific original project

Requirements:

- Undergraduate degree, engineer, architect, university graduate with at least 300 ECTS credits (including min. 60 credits from Master's courses)

Acceptance onto a PhD programme

Public and private contracts

Objectives:

- PhD research training through publicly and privately funded predoctoral contracts of employment

Promote employability

Facilitate mobility

Increase the number and quality of new PhDs through their PhD theses

Description:

- **Predoctoral research trainee.**

One-year contract, with the option to extend annually subject to approval by the Academic Committee for the PhD programme (CAPD).

Maximum duration of contract: **four or six years**, depending on the candidate's circumstances (Stop-the-Clock).

Contracts may be suspended in the case of temporary incapacity, risk during pregnancy, maternity or paternity leave, adoption or fostering, or risk during breastfeeding.



UDC PROGRAMMES

- [CITIC](#) (Outstanding Research Centre)

REGIONAL SUPPORT PROGRAMME FOR PREDOCTORAL TRAINING (GALICIA)

- Predoctoral A (RIS3)
- Predoctoral B (general)

STATE TRAINING SUBPROGRAMMES

- University teaching and research training (FPU)
- Predoctoral research training (FPI)

EXCELLENT SCIENCE H2020

- [MSC Innovative Training Networks](#) (ITN)
 - European Training Networks (ETN)
 - European Industrial Doctorates (EID)
 - [ABC-EU-XVA](#)
 - European Joint Doctorates (EJD)

R1

Postdoctoral contract (R2)

Purpose:

To carry out research activities aimed at achieving a high level of professional perfection and specialisation, and consolidating professional experience.

Requirements:

- PhD

Description:

- **Academic staff.**

The contract should have a duration of **minimum one year** and **maximum five years**.

Lecturing duties: max. 80 hours annually.

Following completion of the second year, researchers may **submit their research activity for assessment**. Positive assessments received during the course of the contract will count as research merit in **selection processes for permanent lecturing staff**.

In the case of a negative evaluation, researchers will be entitled to request a second and final assessment of their research activity before the end of the contract and any extensions thereof.

INDITEX



- **UDC PROGRAMMES**
 - [InTalent UDC-Inditex](#)
 - [Berce](#) – Support for Excellent Science
- **REGIONAL SUPPORT PROGRAMME FOR POSTDOCTORAL TRAINING (GALICIA)**
 - Postdoctoral A
 - Postdoctoral B
- **STATE TRAINING SUBPROGRAMMES**
 - [Juan de la Cierva – Training](#)
- **STATE RECRUITMENT SUBPROGRAMMES**
 - [Juan de la Cierva – Recruitment](#)
 - [Ramón y Cajal](#)
 - [Beatriz Galindo](#) (junior)
- **EXCELLENT SCIENCE H2020**
 - [MSC Individual Fellowships](#) (MSC-IF)
 - [Starting Grants](#) (StG)

R2

Promotion and tenure of academic staff (R3)

Purpose:

Recruitment of permanent academic staff.

Requirements:

- Accredited university lecturer
I3 certification

Description:

• Academic staff.

Recruitment of permanent academic staff (Senior Lecturer, Lecturer, Oportunius Distinguished Researcher), or with a commitment to offer promotion and tenure opportunities at the end of the contract term (Junior Lecturer).

Full membership of Faculty, School and Department Councils.

Teaching allocation of 160, 240 or 320 hours, depending on research and knowledge transfer merits (max. 80 hours in the case of Oportunius Researchers).

Inclusion in the UDC research database as permanent research staff, with access to funding opportunities open only to permanent academic members of the university.

Opportunity to coordinate research groups and units listed in the UDC research database.



- **UDC PROGRAMMES**
 - A. Existing academic staff.
 - B. Researchers recruited through highly competitive funding calls (excluding Ramón y Cajal appointments)
- **GALICIAN AGENCY FOR INNOVATION PROGRAMME FOR ERC AWARDEES**
 - [Oportunius](#)
- **STATE RECRUITMENT SUBPROGRAMMES**
 - [Ramón y Cajal](#)

R3

UDC R3 recruitment and tenure programme

As part of its HRS4R strategy, in May 2017 UDC approved an action plan for the development and implementation of open, transparent, merit-based principles in the recruitment of new research personnel. One of the most important actions outlined in the plan is a new model of career path development at UDC, based on specific programmes to attract young research talent through highly competitive recruitment processes. With this in mind, the new guidelines and regulations for forthcoming public recruitment processes, approved by the University Council in its meeting of 28 February 2018 and ratified in February 2019, include a minimum annual quota for the promotion and tenure of researchers hired through these calls. Most recently, in its meeting of 29 October, the University Council approved a programme for the recruitment and tenure of academic staff during the academic year 2018-2019, which begins with the following clear statement of the university's purpose and aims: 'As an essential part of its academic staffing policy, UDC will need to develop its faculty in the coming years in order to meet the academic and research challenges facing the university into the future. To achieve this objective and allow the university to meet its teaching needs, a coordinated approach is required, combining actions and programmes for the promotion and tenure of existing academic staff and the creation of new faculty positions in strategic areas of research related to UDC's specialised campuses and areas of expertise (Industrial, Innova and Sustainable Development Campuses). (The full programme is available to download [here](#).)

The UDC tenure programme for lecturing and research staff comprises two different schemes: internal appointments for existing staff (A), and external recruitment through highly competitive selection processes (B) (excluding appointments through the state Ramón y Cajal programme, which requires by law that 15% of all positions offered through public recruitment processes be reserved for awardees). The UDC tenure and promotion programme accounts for 10% of all faculty appointments.

Scheme A allows for the promotion and tenure of junior lecturers, temporary substitute lecturers and associate lecturers with University Lecturer accreditation. Only one new permanent lecturer may be appointed to each area of knowledge each year. If the number of candidates is greater than the number of positions available, preference will be given to the candidate who has been accredited as a University Lecturer and employed by UDC the longest.

Scheme B offers entry-level tenure track positions for researchers who have completed a course in R&D human resource management, and hold I3 certification and University Lecturer accreditation (junior or permanent). Candidates are selected by a competitive recruitment process and appointed as junior or permanent lecturers based on their accreditation.

Applications are accepted from candidates with the following profiles (in descending order of preference):

1. European Union Excellent Science researchers
2. InTalent researchers
3. Beatriz Galindo researchers
4. Marie Curie researchers
5. Juan de la Cierva researchers
6. Coordinators and Principal Investigators on projects and networks funded by European Union framework programmes
7. Researchers funded by UDC and Galician regional government postdoctoral programmes

As in scheme A, only one new appointment to each area of knowledge may be made each year.

The rules and regulations provided in this section, together with most of the documents related to the procedures for public appointments, promotion and tenure of academic staff, are available in their most up-to-date versions and iterations on the [website of the Office of the Vice-President for Teaching Personnel and Planning](#).

R3 tenure programme for Ramón y Cajal researchers

The aim of Ramón y Cajal grants is to promote the recruitment of Spanish and foreign researchers with an outstanding record in R&D centres. The programme operates in two ways: by co-financing salaries for research personnel for a period of five years, with additional funding for research activities; and by awarding grants for the creation of permanent positions at member institutions of the Spanish Science, Technology and Innovation System.

Grants for the creation of permanent positions are awarded in the amount of €100,000 per position to R&D centres where research contracts co-financed by the Ramón y Cajal programme are transformed into permanent appointments.

Grants are awarded based on the following conditions:

- a) The permanent positions created should correspond to the same area of knowledge as the previously co-financed research contract.
- b) Candidates for the new position should meet the conditions of quality of scientific-technological activity and production associated with an outstanding research track record, in accordance with the provisions of Annex II of the Resolution of the Secretary of State for Universities and Research establishing the assessment criteria for the Incentive Programme for the Recruitment and Intensification of Research Activity (I3 Programme), or with the equivalent criteria approved in their place should the Resolution be repealed.
- c) Positions should not be filled until after notification of the outcome of the review of the monitoring report for the previous four years' funding, and should be confirmed no later than nine months after the day following the end of the previous grant. Notwithstanding, researchers with a contract of indefinite duration with UDC signed at the beginning or during the term of the previous grant will be required to achieve a rating of Good or Excellent in the monitoring report for the previous four years' funding.

In accordance with Finance Act 2017, 3/2017 (27 June), and within the recruitment limits on Professor, Senior Lecturer and Lecturer-grade appointments, universities are required to reserve at least 15% (max. 100%) of all vacancies for I3-certified postdoctoral researchers at the end of a Ramón y Cajal contract (see Article 19.Uno.2.J). Positions will be offered based on the category of appointment for which the candidates are accredited, and will be published as part of the public recruitment plan approved each year by the university.

The annual public recruitment plan for UDC is published in the *Diario Oficial de Galicia*, and is available to download on the [UDC Academic Staff website](#). Unclaimed reserve positions for

Ramón y Cajal candidates may be offered to researchers with I3 certification from other national and international excellence programmes.

Promotion of leadership in different areas of research (R4)



- **UDC PROGRAMMES**
 - Internal promotion
 - Senior Lecturer
 - Professor
 - Support for ERC candidates and finalists
- **GALICIAN AGENCY FOR INNOVATION**
 - Oportunius Programme
 - ERC candidates
 - ERC finalists
- **STATE MOBILITY SUBPROGRAMME**
 - [José Castillejo](#) grants
- **STATE RECRUITMENT SUBPROGRAMME**
 - [Beatriz Galindo](#) (senior)
- **EUROPEAN RESEARCH COUNCIL (ERC)**
 - [Consolidator Grants](#)
 - [Advanced Grants](#)

R4

R4 Internal promotion programme

In application of the provisions of Additional Provision Two of Royal Decree Law 10/2015 (11 September) modifying Article 62.2 of the Organic Universities Act, 6/2001 (21 December), the annual public recruitment plan approved by UDC will include a series of academic appointments to be filled by internal promotion. The resulting list of successful candidates will be determined in accordance with the rules and criteria provided in the regulations approved by the University Council in its meeting of 27 April 2017, and modified in its meetings of 28 February 2018 and 27 February 2019. The main points of the regulations are as follows:

1. Creation of Professor positions

The main purpose of this action is to permit the promotion of Senior Lecturers and Associate Professors to the grade of Full Professor. Depending on the approved number of public employment contracts, at least one vacancy within each area of knowledge will be offered each year. Where more than one vacancy per area of knowledge is created, preference will be given to candidates who have been accredited as Professors and employed by UDC the longest.

2. Creation of Senior Lecturer positions

The main purpose of this action is to permit the promotion of Lecturers to the grade of Senior Lecturer. If the number of candidates is greater than the number of vacancies offered in the annual public recruitment plan, preference will be given to candidates who have been accredited as University Lecturers and employed by UDC longest.

The Office of the Vice-President for Teaching Personnel and Planning will announce a call for applications for promotion each year, to be published on the official message board of the UDC online services site following publication of the annual public recruitment plan for the university in the *Diario Oficial de Galicia*. Candidates should contact their department to request the creation of a vacancy in the category for which they wish to apply. The call for applications for promotion will always be published during term time to ensure the information is disseminated as widely as possible.

Candidates who fail to obtain promotion to the position created for them will be excluded from competing in future promotion calls for a period of five years as from the date of the promotion award announcement.

UDC support programme for ERC candidates and finalists

Owing to the ever-growing international prestige of ERC grants, for grant recipients and their host institutions alike, attracting ERC-funded projects is now one of UDC's key research priorities. To achieve this objective, UDC has created a support programme for excellent science, administered by the Office of Research and Knowledge Transfer (OTRI), to encourage UDC researchers to apply for ERC funding and to increase their chances of success. Support measures offered by the programme include:

- a) Technical support for researchers in preparing proposals for all ERC grant schemes.
- b) Access to the Oportunius programme promoted by the Regional Government of Galicia through the Galician Agency for Innovation (GAIN). A special agreement between GAIN and UDC allows researchers to avail of the specific training and employment opportunities offered by the programme.
- c) Possibility of additional financial support during the lifetime of the ERC project to ensure that lead researchers receive a nationally competitive total salary consistent with the status and prestige of their role.

The conditions presented here are open to negotiation and may be added to in order to meet the specific needs of each researcher. UDC will study all suggestions and proposals made by ERC grant holders with a view to improving the programme in whatever way it can.