



## I<sub>2</sub>: ICIQ Impulsion

# ICIQ Impulse for Talented Postdoctoral Fellows

## 2019 call for Applications

Version 1.0

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## PROGRAMME DESCRIPTION

ICIQ is committed to training the future generation of scientists with the skills and knowledge needed to tackle the most important challenges in chemical research. Within this call, we are launching a postdoctoral innovative research programme designed for highly talented experienced researchers looking for further opportunities and career development in research.

I2: ICIQ Impulsion, supported by ICIQ and H2020 Marie Skłodowska-Curie Actions COFUND-2017, aims at boosting the research careers of 12 postdoctoral fellows offering excellent scientific equipment and facilities in a vibrant research atmosphere, as well as a tailored training programme to help them to become the leading researchers of the future.

The present call offers up to 7 positions of 24 months in one of the internationally renowned 18 research groups of the ICIQ. More information on the research activities of each group can be found on the ICIQ website (<http://www.iciq.org/research/research-groups/>).

Postdoctoral candidates will be given freedom to define an innovative and original project within one of the project topics proposed by the different Group Leaders in the following areas:

- **Catalytic activation of chemical feedstock**
- **Renewable energies from sunlight**

The list of Project Topics appears on the I2:ICIQ Impulsion website (<http://www.iciq-impulsion.eu/list-of-project-topics/>).

In addition, candidates will choose a partner organisation to develop a secondment (from two to six months), allowing them to experience a different research environment. The secondment phase can be a single period or divided into shorter mobility periods in one institution only or in different entities if it significantly adds to the impact of the fellowship.

I2: ICIQ Impulsion counts with the support of several partner organisations, including top universities, research centres, technological centres and industrial companies, giving fellows the opportunity to experience different research environments. Nonetheless, this list is non-exhaustive and fellows will also be encouraged to propose any organisation(s) that fit their research project interests.

Our partner organisations are the following:



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The terms and conditions of the I2:ICIQ Impulsion Programme, in line with the regulation applicable for the Grant Agreement No. 801474 signed between the ICIQ and the European Commission's Research Executive Agency (REA), are outlined below.

## GENERAL CONDITIONS

- I2:ICIQ Impulsion Fellows will be considered Marie Skłodowska-Curie fellows and they will be hired on a full-time standard employment contract for the duration of 24 months, complying with the Spanish legislation for the performance of a research project.
- Through their contracts, the fellows will be affiliated to the Spanish Social Security General Regime that guarantees them and their immediate family members, or assimilated persons, social security under the circumstances and situations defined by law, namely: public health care coverage and medical assistance, temporary/permanent disability, maternity/paternity, permanent non-incapacitating injuries, retirement, family benefits, such as financial allocation per dependent child or fostered minor, unemployment benefits.
- The total remuneration (Living allowance + Mobility allowance) is payable in twelve monthly payments, which will be subject to social security fees (employer/employee) and tax deductions, as applicable by Spanish labour and tax laws. Gross salary (including living and mobility allowances) will be of 35,250 €/year.
- In addition, I2:ICIQ Impulsion Programme offers:
  - Research, training and networking costs: ICIQ will provide up to 700 € per month worth of research, training and networking costs related to the execution of these activities by the fellows. Common costs include: consumables and small equipment, fees for scientific journals publication and open access, training, travel, conference participation, etc. The contribution to the research costs is NOT part of the salary. This amount will be managed by ICIQ for the benefit of the fellow and it must be duly justified.
  - Secondment financial support: to financially help the fellows when doing the secondment in a partner organisation, ICIQ will pay 1,000 € per month if the partner organisation is located outside



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Spain and 500 € per month if the partner organisation is located in Spain. This allowance will amount to a maximum of 6,000 € depending on the duration of the secondment.

- Fellows will accomplish their project in full-time dedication. Fellows cannot benefit at the same time from another Marie Skłodowska-Curie Action or any other fellowship.
- Fellows are entitled to temporary interrupt their fellowship in the following situations: temporary disability, risk during pregnancy, maternity, paternity and adoption or foster care. The time elapsed during this interruption will not be accounted for against the total time. Request for breaks may be considered on a case-by-case basis.
- The research programme includes a mandatory secondment (from two to six months) in a different(s) research entity (academic and/or non-academic). The I2:ICIQ Impulsion website contains the list of partner organisations that support this programme and are interested in receiving secondments and providing training; nonetheless, fellows are free to suggest additional (inter)national entities to develop their secondments. The secondment phase can be a single period or be divided into shorter mobility periods and in one institution only or in different entities if it significantly adds to the impact of the fellowship.
- Additionally, being part of the I2: ICIQ Impulsion community will allow fellows to have a personalised Career Development Plan (CDP) and have access to a tailored Training Programme based on scientific training and transferable skills training.

Moreover, the I2:ICIQ Impulsion programme includes opportunities for gaining international, interdisciplinary, and intersectorial experiences and for dissemination and communication of the results participating at conferences and targeted outreach activities.

## ELEGIBILITY CRITERIA

I2: ICIQ Impulsion is addressed to experienced researchers from any nationality that fulfil the following eligibility criteria at the time of the deadline (30 October 2019). 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 is declared ineligible and is withdrawn for any further examination.

**Candidates must comply with the following eligibility criteria at the application deadline:**

<b>Mobility rule</b>	Candidates must not have resided or carried out their main activity (work, studies, etc.) in Spain for <b>more than 12 months</b> in the last 36 months.
<b>Doctoral degree</b>	<p>Having been awarded the doctoral degree <b>in the previous four years</b> (measured from the date the PhD was secured through successful defence) to the call deadline (between 30 October 2015 and 30 October 2019).</p> <p>Exceptions will be made for documented periods of parental leave or serious illness. Other equivalent exceptions may be considered when properly documented and motivated by the applicant, e.g., in case of candidates from</p>



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	underdeveloped countries, minorities, refugees, and for applicants that pursued their studies under comparatively unfavourable conditions.
<b>Postdoctoral experience</b>	Have <b>at least one year</b> of postdoctoral research experience at the time of the call deadline.
<b>Publications</b>	Have at least <b>three publications</b> in internationally peer-reviewed journals at the time of the call deadline.  Only accepted and published papers with a DOI are eligible.

In case of doubts about the eligibility criteria, and especially when claiming an exception due to personal reasons, the I2: ICIQ Impulsion Project Manager should be contacted at [info@iciq-impulsion.eu](mailto:info@iciq-impulsion.eu) prior to submission.

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## APPLICATION PROCESS

The call for applications opens on the date it is published (4th September 2019) and closes on 30th October 2019, at 23:59 p.m. (Central European Time - CET).

Candidates must fill out and submit the online application form available on the I2:ICIQ Impulsion website (<http://iciq-impulsion.eu/applications/>). The application must be completed entirely in English.

The application portal clearly specify all information and documentation that must be provided to complete an application to the I2:ICIQ Impulsion Programme.

After completing the personal data, applicants will be asked to provide information regarding the eligibility criteria:

- Information about their place of activity/place of residence in the previous three years.
- Information about their education and professional experience.
- The DOI (digital object identifier) of three scientific publications authored by the candidate as well as the link to the online publication (e.g. journal website or open access repository).

Using the online application platform, candidates must submit in PDF a motivation letter, their CV and the research proposal. The characteristics and format of each document are detailed in the relevant section of the online application platform. Only documents submitted in that format will be taken into consideration.

Documents uploaded in PDF format must be clear and legible. Similarly, each page of the original document must correspond to a page of the PDF document.

- A motivation letter with declaration of interests.



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The motivation letter should address the candidate's research career directly related to the project proposal that he/she wish to carry out if granted the fellowship, stating the main line of research that the candidate has carried out and specifying the main achievements to date.

The interest in developing the selected project at ICIQ under the Group Leader supervision and the planned secondment(s), as well as the impact of the I2:ICIQ Impulsion programme in the candidate's professional career should be highlighted.

- An updated Curriculum Vitae, completed in the template available on the application platform. The CV must include list of publications, patents, projects, conferences, fellowships obtained and awards.  
Any research career gaps and/or unconventional paths should be clearly explained so that this can be fairly assessed by the evaluators.
- A research project, completed in the template available on the application platform, in the area of research they want to develop at ICIQ.  
The project will include:
  - an introduction to the topic
  - objectives of the research proposal
  - the research methodology and approach
  - relevance of the secondment
  - originality and innovation
  - scientific and professional impact of the project

Finally, candidates will be asked to provide:

- The names and contact data of up to two scientists willing to provide ICIQ with letters of reference. Referees will send their confidential letters directly to ICIQ. It is advisable for candidates to contact them as soon as possible to let them know that ICIQ will get in touch with them through the e-mail address provided by the candidate.  
Reference letters are confidential. Under no circumstances may candidates request access to their content nor ICIQ will provide it.

Only one application per applicant may be submitted. Candidates must ensure that all information is included before the deadline. There will not be the possibility to modify the application or to add missing documentation after the call deadline.

Once the application documents are submitted, all candidates will receive an automatic acknowledgement of receipt from the online application system.

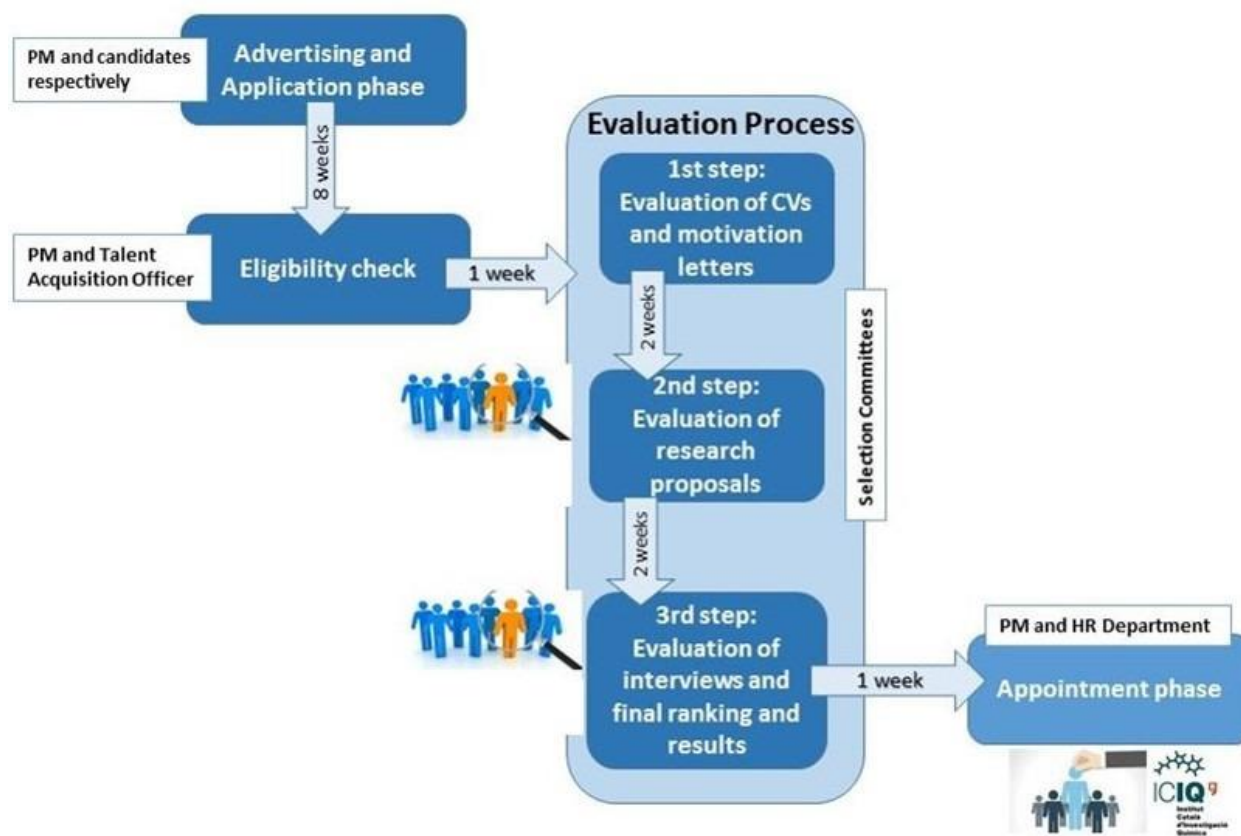
Pursuant to European regulation 679/2016 (RGPDUE), we inform candidates that their details shall be added to an automated database held by (ICIQ) FUNDACIÓ INSTITUT CATALÀ D'INVESTIGACIÓ QUÍMICA. The data provided will be treated only for recruitment processes made by the ICIQ.

Candidates can exercise their rights to access, cancel, rectify and oppose this information by writing to AV. PAÏSOS CATALANS 16 TARRAGONA 43007-TARRAGONA or [protecciodedades@iciq.es](mailto:protecciodedades@iciq.es).



## SELECTION PROCESS

The selection process designed for the I2:ICIQ Impulsion programme is based on the OTMR (open, transparent and merit-based recruitment) defined by the European Union. ICIQ endorses and adheres to the principles of the European Charter for Researchers and code of Conduct for the Recruitment of Researchers. Therefore, fellows will be selected on the basis of academic and research excellence of the candidates.



The selection process is comprised of two stages:

- Stage I: Eligibility check.**  
 All the applications will be checked for eligibility and those not fulfilling all the criteria will be rejected. Incomplete and/or ineligible applications will be also discarded at this stage. The results of the eligibility check will be notified to the non-eligible applicants by e-mail approximately 1 week after the application deadline.
- Stage II: Evaluation and Selection.**  
 The eligible candidates' applications will be sent to the corresponding Selection Committee (SC) for evaluation. There will be two different SCs designated by the ICIQ Academic Commission to



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ensure that the background of the committee members is appropriate for the two main research areas of I2: ICIQ Impulsion.

In an attempt to increase the transparency and fairness and avoid gender issues or discrimination by origin, religion, age, etc. in the selection process, the documents sent to the SC for evaluation will not contain any reference to the gender, nationality or age of the applicants.

The evaluation and selection of candidates will take place as follows:

- Step 1: Evaluation of CV and motivation letter.

Evaluators will positively appraise signs of creativity, independence and diversification at this stage of the candidate's career path, such as the international mobility, intersectorial and interdisciplinary research. Also, any means of knowledge transfer, together with contributions to industrially-oriented approaches will be taken into consideration and rewarded in the evaluation. Potential career breaks (e.g. maternity leave, paternity leave, national service etc.) will be considered as a career evolution.

Candidates with the best assessments in each thematic area will go through the next step.

- Step 2: Evaluation of research proposals

The research project of the selected candidates after the first step will be evaluated independently by all the members of the SC in each thematic area.

Shortlisted candidates will proceed to next step for the oral interviews.

The outcome of the first and second steps of the evaluation will be communicated to the candidates in less than 4 weeks since the deadline.

- Step 3: Evaluation of interviews and Final ranking and results.

Shortlisted candidates will be invited for a personal interview with the SC. The interview will be entirely in English.

Interviews will take place within 5-6 weeks after the call deadline. In order to avoid discriminating factors against candidates all the interviews will be conducted via audiovisual means.

The final selection of the candidates will be made in a consensus meeting of the SC Chairs (taking into consideration the final rankings of each SC).

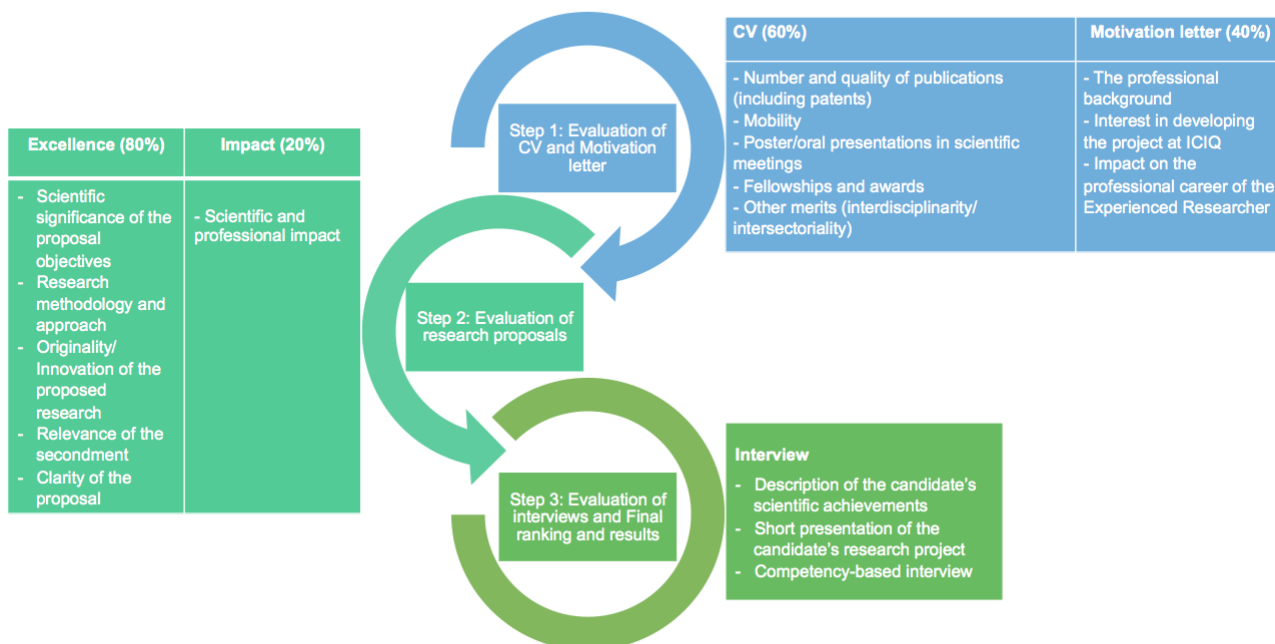
Applicants will be notified of the final selection decision by e-mail.

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## EVALUATION CRITERIA

The evaluation and selection process will be based on scientific achievements, excellence, motivation and potential of the candidates. These parameters will be evaluated in each of the three steps of the evaluation phase.





- Step 1: Evaluation of CV and motivation letter. Score 1**  
 The threshold for being included to the short-list for the next round (Score 1) will be set at 60%.
- Step 2: Evaluation of research proposals. Score 2**  
 Candidates will have to reach a minimum score of 60 points to be selected and will be ranked according to the score obtained. The best candidates for each research area will go through the next step.
- Step 3: Evaluation of interviews and Final ranking and results. Score 3**  
 The SCs will meet at ICIQ facilities for the final selection stage. The remote interviews will be done in English. Each member of the SC will give a score (over 100) for the interview. After conducting all the interviews and having the scores assigned to the interviews by the SCs, the SC chairs will meet to do the final ranking.

The list of experts will remain confidential during the entire process.

## COMPLAINTS MECHANISM

- Appeals may be submitted by unsuccessful applicants within 7 days of receiving notification of the decision. Applicants may request a redress procedure if there is any indication that there has been a shortcoming in the evaluation process or eligibility check. Redresses must be submitted by sending an e-mail to [info@iciq-impulsion.eu](mailto:info@iciq-impulsion.eu) including an explanatory text together with the documents that the candidate deems appropriate.



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- Appeals dealing with the evaluation process will be evaluated and assessed by an external and independent panel from ICIQ pool of experts.
- All complainant will receive a response within two weeks after the appeal submission.

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## APPOINTMENT OF CANDIDATES

- All applicants will be notified of the final selection decision by e-mail.
- Successful candidates will be requested to inform ICIQ whether they accept or decline the offer within 10 days after being notified. The offer will be considered declined if the applicant does not respond during this time.
- Should any fellowships be declined by any candidate, this will be offered to the next candidate on the reserve list when appropriate, according to the order established in each case.
- I2: ICIQ Impulsion Fellows should ideally start their appointments within 10 weeks after accepting the offer, although this may be extended in specific cases, such as fellows relocating from across the continent, visa procedures, or candidates with academic or research-related constraints resulting from their current appointment.

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## RESPONSIBILITIES OF FELLOWS

Selected fellows will be required to comply with the provisions of the Grant Agreement No. 801474 and ICIQ regulations, in particular:

- Ethic and scientific practise.  
Fellows will adhere to the recognised ethical practices and fundamental ethical principles appropriate to their research. The research project carried out must comply with the EU's ethical principles, Spanish and international legislation applicable in this field, as well as the Charter of Fundamental Rights of the EU.  
ICIQ research is based on the principle of integrity. Our researchers are committed to observing the highest standards in the conduct of their research. To this end ICIQ has approved the Guidelines for Research Integrity and Good Scientific Practice at the Institute of Chemical Research of Catalonia (ICIQ) that all ICIQ researchers must comply with (<http://www.iciq.org/research/research-integrity/>).
- Dissemination and publicity.  
Fellows will acknowledge the support of the European Commission under the Marie Skłodowska-Curie grant agreement No. 801474 in any relate publication or other media in accordance with the Grant Agreement.
- IPR.  
ICIQ has an institutional regulation clearly described in the document "Industrial and Intellectual Property Regulations and Research Results Transfer at ICIQ". A copy is available for all researchers.



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The policy of the institute is to generate industrial property rights from the research performed at the centre which could eventually be of industrial interest and to share the benefits of exploitation with the researchers that have contributed to the inventions.

- Reporting.  
Fellows shall submit project reports as required by the Grant Agreement and requested by ICIQ.
- Fellows will accomplish their project in full-time dedication. Fellows cannot benefit at the same time from another Marie Skłodowska-Curie Action or any other fellowship.

