

## CALL FOR APPLICATIONS FOR UAB GRANTS FOR THE CAPTURE AND RETENTION OF RESEARCH TALENT AT THE UNIVERSITAT AUTÒNOMA DE BARCELONA (TALENT 2025)

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Agreement of the Research, Transfer and Innovation Committee on 24 July 2025

### Bases of the call

#### 1. Aim

The Universitat Autònoma de Barcelona (UAB) wishes to continue its initiative to capture and retain research talent to promote research activities in the different areas of knowledge of the UAB.

Given the current difficulties to provide stable jobs for researchers because of the imposed replacement limitations, the UAB decided to establish calls for the capture and retention of research talent in 2017 and 2018 and 2021, 2023 and 2024 with temporary contracts which it aims to convert into permanent contracts whenever possible.

This year, to offer continuity to the initiative, the UAB wishes to launch a call for the signing of **three new contracts**, co-financed grants, for contracting PhD research staff (research professor) with accredited research experience.

The **Talent 2025** call is part of the principles of the **Coalition for Advancing Research Assessment (CoARA)**, to which the UAB joined in 2022. This initiative is part of the **institutional commitment to reforming the research assessment system**.

In this context, the UAB is introducing the necessary **assessment parameters** to move toward a **more balanced, inclusive, and representative system**. The objective is to evaluate not only scientific production but also aspects such as **knowledge transfer, social impact, open science, interdisciplinary collaboration, and diversity of professional careers**.

#### 2. Beneficiaries

Successful applicants must be able to accredit research activity over a minimum of five years including the post-doctoral period in other universities or research centres for a minimum of two years and they should have obtained their PhD qualification in or after 2005.

Candidates who wish to do so will have the opportunity to receive advice on preparing their application ([talent@uab.cat](mailto:talent@uab.cat)).

#### 3. Nature of the grants

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The grants for the contracting of research staff have a duration of three years (research professor contract according article 23 of Law 14/2011 on 1 June for Science, Technology and Innovation and article 11 of the collective bargaining agreement for teaching and research staff (PDI) in public universities) and are renewable in cases where the researchers receive a positive prior evaluation from a panel of independent experts and accreditation of advanced research from the Government of Catalonia (AQU) or access to the body of University Professors (ANECA), for periods of five successive years, which are also evaluable.

The evaluation will be equivalent to that which is carried out for six-yearly increments in research and also requires a favourable report from the department, institute or research centre in which the researcher is employed. The information that will be used for the renewal will be that contained in the Egreta database, institutional application of research management at the UAB.

### **3.1 Amount and payments**

A distinguished research staff contract will be formalized, with a contract cost of €56,388 per year. The grant contemplated in this call is €28,175, which corresponds to 50 % of the total contract cost. The remaining 50 % must be contributed by the beneficiary themselves, based on their research projects or contracts, or by the research group they are part of. Failure to comply with this commitment will result in termination of the contract with three months' notice.

The total amount will be paid annually in 14 payments.

### **3.2 Rights of contracted research staff**

- a) Receive the corresponding amount in the form established in section 4 of this call for applications.
- b) Obtain the necessary collaboration and support from the university to be able to carry out the research tasks.
- c) Enjoy the corresponding intellectual and industrial property rights derived from the research activity in accordance with the legislation and regulations in force.
- d) Use the services offered by the university and take part in the activities in accordance with the internal rules of the UAB, including the option of applying for other calls for applications at the UAB.
- e) Enjoy the same rights and social benefits as the academic staff of the UAB.
- f) Possibility to apply for a teaching position for distinguished merits awarded annually by the UAB by the Talent collective. To be able to apply, the approval of the Department to which you would like to join is essential, as

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the position belongs to the department.

Acceptance of the grant implies the participation of the grant holder in teaching tasks of up to 100 hours per academic year and their acceptance in one of the departments of the UAB, with the approval of an institute or research centre, if applicable.

### **3.3 Responsibilities of contracted research staff**

- a) Ensure the provision of the co-financing as established in section 3.1 of the call for applications.
- b) Comply with the internal regulations for contracting and regulations of the Universitat Autònoma de Barcelona.
- c) State their affiliation to the Universitat Autònoma de Barcelona in all publicity and publications, following the recommendations set out in Annex 1. Failure to do so will result in the cancellation of the grant.
- d) Give credit to the UAB-Talent Programme by mentioning it in the acknowledgements section.
- e) Incorporate, both to the EGRETA management application and to the UAB Digital Repository of Documents (DDD), publications (articles, books and book chapters) and other curricular activities (attendance and/or participation in congresses, conferences and symposium, etc.) published or presented during this period. Datasets must be referenced in EGRETA and published in the CORA.RDR repository. The teaching resources developed during this period must also be deposited in the DDD.
- f) Submit a report on the activity carried out at the end of the three-year contract period, information that must be entered into EGRETA.

### **3.4 Responsibilities of the Universitat Autònoma de Barcelona**

- a) Draw up an employment contract in accordance with the legislation in force.
- b) Offer the necessary support to the contracted researcher and make available the necessary means and equipment for them to carry out their research activity and ensure that they have the same rights and conditions as the other staff of the same or a similar category.
- c) Oversee compliance with the rules on incompatibility.

The award of the grant and the signing of the contract do not imply any commitment on the part of the UAB to incorporate the grant holder in the teaching and research staff.

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### 3.5 Rules on incompatibility

- a) The status of contracted research staff on this programme is incompatible with contractual or statutory relations that do not permit exclusivity to research activity. In the case of any unforeseen incompatibility the UAB will cancel the contract of distinguished and/or ordinary researcher. In exceptional circumstances there may special situations of contractual compatibility that will be considered.
- b) Contracted researchers may receive additional income from R&D projects and contracts signed in application of article 60 of Organic Law 2/2023 and Law 14/2011 on Science, Technology and Innovation, as well as complementary grants from the European Commission to promote the training and mobility of researchers, provided that these aids do not involve the formalization of employment contracts.

## 4. Application and Deadlines

### 4.1 Application and documents

Please attach the following documents with your application:

1. [Curriculum vitae](#). The CV must include a section of no more than one page containing the academic career of the applicant, along with their ten most important academic contributions. Section B (publications), C (artistic work and architectural projects) and D (patents and models of use) on the CV must include details identifying the merits indicated. If this information is not included the merits will not be considered in the evaluation.
2. A document outlining the **lines of research** and **objectives** for the next three years, and an explanation of the expected short- and long-term scientific, economic, technological, and social impact. (maximum three pages).
3. **References (optional)**. Up to three references may be requested from academics of recognised status related to the applicant's completed research activity.
4. A **resource plan** with possible sources of financing to guarantee that the co-financing required by the contract is fulfilled.
5. An [acceptance document](#) from the department, institute, or research centre of the UAB.

### 4.2 Deadline

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The application and required documentation submission period is from **September 1 to October 17, 2025**.

### 4.3 Presentation of application

Applications should be made using the UAB [Research Virtual Office](#).

Once completed, save the form as a PDF, **download it and sign it electronically**. You can consult the digital certificates recognised at the UAB on the [website of the e-Office](#).

The application and the documentation required in section 4.1 must be submitted through the [UAB Online Registry](#).

## 5. Selection and evaluation criteria

Applications will be evaluated in accordance with the following criteria:

<b>Contribution to the advancement of knowledge in the field</b>	<b>15 %</b>
<b>Scientific impact</b>	<b>50 %</b>
<b>Social impact</b>	<b>10 %</b>
<b>Research leadership and strategic alignment</b>	<b>20 %</b>
<b>Research accreditations</b>	<b>5 %</b>
<b>Potential circumstances that could reduce the rating</b>	
<b>Repetition of publications</b>	Exclusion of contributions
<b>Editorial conflict of interest</b>	Exclusion of contributions
<b>Poor publication practices</b>	Exclusion of contributions
<b>Unverifiable review processes</b>	-25 % to -100 %
<b>Insufficiently justified authorship</b>	-15 %

### Contribution to the advancement of knowledge in the field [15%]

#### 1. Originality and innovation

The interest, novelty, and creativity of the topic and the proposed solution are valued. Research should contribute to the existing scientific debate and avoid merely descriptive approaches or those lacking critical analysis.

#### 2. Thematic priority

The strategic relevance of the topic is considered, including its alignment with public calls, the Sustainable Development Goals (SDGs), or its interest for specific sectors or territories.

#### 3. Methodological contribution

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The proposal or improvement of innovative methodologies that address relevant challenges in the field of study is valued.

### **Impact of scientific production [50%]**

The quality of scientific production over the last ten years, with high-impact articles and publications, international reach, and participation in national and international research projects and transfer activities. This period is extended to eleven years if the applicant can prove that they have taken maternity or paternity leave, or that they have cared for children up to six years old, or for people with physical, mental, or sensory disabilities, or people over sixty-five years of age who were dependent on them. In the case of more than one maternity or paternity leave, the period is extended by one year for each child.

#### **1. Use of the contribution**

Effective use through reading, downloading, or viewing on academic or scientific platforms is considered.

#### **2. Citations received**

The number and quality of citations (excluding self-citations) are considered, as well as their origin and the use of standardized indicators.

#### **3. Quality of the dissemination medium**

The prestige of the medium (journal, publisher, museum, festival, etc.) and the existence of recognized selection or evaluation processes are considered. Self-published publications without peer review will not be considered valid.

#### **4. Scientific Impact of the Medium**

The scientific impact of the dissemination channel at the time of publication and other qualitative indicators such as awards, reviews, or recognition are considered.

#### **5. Other Indicators**

Additional elements such as links to competitive projects, doctoral theses, research stays, awards, translations, or international dissemination are valued.

### **Social Impact of Research [10%]**

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This dimension assesses the influence of research on the definition of public policies, the transfer of knowledge through collaborations with social entities or companies, the adoption of innovative practices in public or community services, the improvement in the quality of life of vulnerable groups, and the dissemination of results in media outlets or open outreach activities. Citizen participation in the research process and the use of open science to promote more inclusive and responsible science are also valued.

### **Research Leadership and Strategic Alignment [20%]**

Directing lines of research or being the principal investigator of research or transfer projects or having recently been so. The ability to obtain resources. The adequacy of the research lines presented to the strategy of the Horizon Europe objectives.

### **Having research accreditations from recognized entities [5%]**

Advanced research accreditation represents the highest score in this section; other types of accreditations represent a lower score.

## **6. Evaluation Process**

The evaluation of all the previous sections considers the different scientific fields to which the applicants belong.

The selection will be made by a committee composed of expert evaluators, external to the UAB, chaired by the Vice-Rector for Research.

The evaluation results in a prioritized list of candidates who have obtained a minimum score of 7 out of 10 points.

## **7. Decision on the call for applications**

The Research, Transfer, and Innovation Committee of the Autonomous University of Barcelona is the competent body responsible for deciding on the call for applications.

The deadline for deciding on the call for applications is six months from the deadline for submitting applications. If this deadline elapses without an express decision, applications will be deemed rejected. However, the expected decision date for this call for applications is **April 2026**.

### **7.1 Publication of the results**

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The provisional results of this call for applications will be published and they may be modified after the deadline for appeals and a final decision. These results will be made public on the [Financial aids, grants and calls Portal](#), although applicants may also receive the information at the email given on their application form.

### **7.2 Appeals (results)**

Within ten calendar days, starting from the day after the provisional list of selected candidates is published, interested parties may submit any objections they deem appropriate to the UAB General Registry (ground floor of the Rector's Office building), addressed to the Vice-Rector's Office for Research.

Interested parties may file an appeal against the resolutions adopted in response to the objections submitted within a maximum period of one month.

In accordance with the provisions of Article 111 of Law 30/1992, of December 26, on the Legal Regime of Public Administrations and the Common Administrative Procedure, the filing of appeals against the agreements and resolutions of the competent bodies does not necessarily suspend the execution of the contested acts.

### **7.3 Acceptance**

Once the final list has been made public, selected candidates will receive an email notifying the award of the grant together with an acceptance document.

Grant beneficiaries must return the acceptance document within a period of ten calendar days from the date of the confirmation of the award along with the agreement of compliance with the general conditions of this call for applications, duly signed.

## **8. Management of grants**

### **8.1 Execution of the contract**

The contract will be executed during the thirty days after the final decision of the call. Successful applicants may be incorporated during the six months following the awarding of the grant.

### **8.2 Suspension of the contract**

Situations of temporary disability and periods of time dedicated to the enjoyment of full-time leave due to pregnancy, pregnancy, risk during pregnancy (pregnancy and breastfeeding, birth, maternity, paternity, adoption for care for the purpose of adoption or foster care, or breastfeeding accumulated over full days) or for similar



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situations related to the above, as well as the enjoyment of full-time leave for reasons of conciliation or care of minors, family members or dependents, and the time spent taking leave of absence for childcare, family member or gender violence during the duration of the contract will interrupt the calculation of the deadline for its duration.

In accordance with the legislation in force, the contract will be extended for the same period as it was suspended for the reasons given above.

Beneficiaries may apply for research stays at institutions external to the UAB for a maximum period of three months per year.

### **8.3 Termination of the contract**

Failure to comply with any of the obligations established in section 7 of this call for applications will result in the termination of the contract.

In accordance with current legislation, the contract may also be terminated by the UAB upon withdrawal, providing three months' written notice, without prejudice to the employer's right to terminate the contract for justifiable reasons. In the event of total or partial noncompliance with the notice period, contracted research staff shall be entitled to compensation equivalent to the salary corresponding to the duration of the unfulfilled notice period.

In the event of the UAB's withdrawal, contracted research staff will be entitled to receive the compensation provided for unfair dismissal in the Consolidated Text of the Workers' Statute Law, without prejudice to any compensation that may be due for total or partial failure to comply with notice.

### **9. Justification of the grant**

Not applicable.

### **10. Appeals**

An appeal may be lodged with the rector of the UAB against this resolution, which does not exhaust the administrative channels, within one month from the day following receipt of this notification, or, where appropriate, from the day following its publication, in accordance with the provisions of articles 121 and 122 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations.

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### **11. Ethical principles – Specific codes of conduct**

The activities within the framework of the grant must comply with the principles established in the code of good practices in research, approved by Agreement of the UAB Governing Council, of 30 September 2020.

### **12. Data protection**

The data provided by the candidates are incorporated into a file of the Universitat Autònoma de Barcelona, to manage the process of processing and awarding the grants.

In accordance with the provisions of Organic Law 3/2018, of 5 December, on the protection of personal data and guarantee of digital rights, interested parties may exercise, before the General Secretariat of the Universitat Autònoma de Barcelona, the right of access, rectification and cancellation of their data.

### **13. Annex**

#### **RECOMMENDATIONS FOR STANDARDIZED AUTHOR SIGNATURES AND AFFILIATION OF RESEARCHERS OF THE UNIVERSITAT AUTÒNOMA DE BARCELONA**

You can find the full information at this link (in Catalan): <https://ddd.uab.cat/record/224218> Authors must *always* include a reference to their affiliation to the Universitat Autònoma de Barcelona, independently of the type of publication or publicity.

The name *Universitat Autònoma de Barcelona* must appear without any other adjective and must appear followed either by a comma or a full stop.

There should be as many references beside the name of the author as the number of affiliations they have, to show that they are different centres.

The affiliation should appear in the following order: name of department, centre or institute (full name in the original language), institution on which it depends, postal address, town or city and country.

In the case of mixed centres that depend on different institutions, the name of each centre and the institutions on which they depend should be specified.

For researchers in hospital centres who are also university lecturers both institutions should be included.

Incorrect format:

— Use initials (*UAB*) to refer to affiliation to the Universitat Autònoma de Barcelona.

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— Translate into other languages such as English. Search engines use the following searchterm for our university: “Univ Autònoma de Barcelona”. That means the affiliation in Spanish is correct.

Also remember that aside from any recommendations, each journal has its own style guide and so the final draft depends on the instruction received by the author when presenting the article for publication. Independently of the journal’s own rules affiliation to the Universitat Autònoma de Barcelona should be clearly mentioned.

Examples of correct references:

XXXXXXX 1,3 and YYYYYYY 2,3

1 Department of Pathology and 2 Fetal Medicine Unit, Department of Obstetrics and Gynaecology, Hospital Universitari Vall d’Hebron, Barcelona, Spain 3 **Universitat Autònoma de Barcelona**, 08193 Bellaterra, Spain

XXXXXXX 1,2 and YYYYYYY 1,2

1 Institut de Recerca ....., Hospital....., Barcelona, Spain 2 **Universitat Autònoma de Barcelona**, 08193 Bellaterra, Spain

BBBBBBBBB 1,2

1 Departament de Ciència Animal i dels Aliments, Facultat de Veterinària, **Universitat Autònoma de Barcelona**, 08193 Bellaterra, Spain; 2 Institut Català de Recerca i d’Estudis Avançats (ICREA), Barcelona, Spain