

## **OFFER OF TEMPORARY EMPLOYMENT**

### **2 RESEARCH PERSONNEL IN TRAINING - R1 -**

**Ref: 03/2023 R1 ERC-2021-STG PEOPLE**

#### **1. General guidelines**

Dr. Michael Toffolo is the Principal Investigator (henceforth, "PI") of the project PEOPLE (*PalaeoEcology and OPen-Landscape adaptations of Pleistocene humans in South Africa*), whose objective is to determine whether freshwater availability exerted key selective pressure on the evolution, ecology, and dispersal of anatomically modern humans in the semi-arid interior of South Africa during the Middle and Late Pleistocene, and ultimately to understand how and when humans settled in the central interior of South Africa.

This project has been selected to receive funding from the European Research Council (ERC) as part of the European Union's Horizon Europe Research and Innovation Program (Grant Agreement No. 101039711). These funds stand at €1,499,856 and the project will be developed for 5 years starting on September 1st 2022 at the Centro Nacional de Investigación sobre la Evolución Humana (CENIEH).

The project PEOPLE will be pursued through an interconnected network of researchers from different fields of geochronology, archaeology, the geosciences, and other related fields, some of whom will work at the CENIEH and be led directly by the PI, while the rest are external collaborators from different European, African, and American research centers.

The Grant Agreement signed with the European Commission (no. 101039711) includes a specific allocation for hiring full-time R1 predoctoral researchers, so that this hire will be 100%-financed by the funds of the Project PEOPLE within the framework of the abovementioned funding program.

The selection process will be carried out through the selection by competitive examination system, with respect to the constitutional principles of equality, merit, capacity and transparency, with the evaluations and scores specified below, in the corresponding section and annex.

## **2. Purpose of the contracts, duration and remuneration**

The purpose of these contracts is to train **two doctoral candidates**.

### **Position 1: research personnel in training (R1), Quaternary geoarchaeology of South Africa.**

The research line will be focused on the reconstruction of Middle and Late Pleistocene environments in the central interior of South Africa, using sediments and fossils as proxies.

As a trainee researcher, the person will be expected to participate actively in the activities of PEOPLE, including: research stays in South Africa (up to two months per year) and other collaborating centers, laboratory analyses, synthesis and interpretation of results, drafting scientific papers, dissemination of scientific activity, and compliance with the strictest standards of research integrity as required by the European Code of Conduct for Research Integrity:

[https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/european-code-of-conduct-for-research-integrity\\_horizon\\_en.pdf](https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/european-code-of-conduct-for-research-integrity_horizon_en.pdf)

The PhD student will be trained in micro-geoarchaeological methods (infrared spectroscopy, Raman spectroscopy, X-ray diffraction, X-ray fluorescence, magnetic susceptibility, micromorphology of sediments) and will study the formation and post-depositional processes of the sites investigated in the PEOPLE project under the supervision of the PI.

The duration of this contract shall be for 47 months. The start date of the contract is estimated to be October 1<sup>st</sup>, 2023.

This temporary position will report to the PI of the PEOPLE project, which will finance the entirety of the salary costs of this contract (gross salary, employer's Social Security contribution, raises and incentives, and end-of-contract payout, if applicable).

### **Position 2: research personnel in training (R1), Quaternary geochronology of South Africa.**

The research line will be focused on establishing a chronological framework of environmental change during the Middle and Late Pleistocene in the central interior of South Africa, using luminescence dating.

As a trainee researcher, the person will be expected to participate actively in the activities of PEOPLE, including: research stays in South Africa (up to two months per year) and other foreign collaborating centers, laboratory analyses, synthesis and interpretation of results, drafting scientific papers, dissemination of scientific activity, and compliance with the strictest standards of research integrity as required by the European Code of Conduct for Research Integrity:

[https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/european-code-of-conduct-for-research-integrity\\_horizon\\_en.pdf](https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/european-code-of-conduct-for-research-integrity_horizon_en.pdf)

The PhD student will be trained in micro-geoarchaeological methods for the characterization of dating material at the CENIEH, and in optically stimulated luminescence dating in other foreign collaborating centers, and will study the chronology of the river catchments investigated in the PEOPLE project under the supervision of the PI.

The duration of this contract shall be for 47 months. The start date of the contract is estimated to be October 1<sup>st</sup>, 2023.

This temporary position will report to the PI of the PEOPLE project, which will finance the entirety of the salary costs of this contract (gross salary, employer's Social Security contribution, raises and incentives, and end-of-contract payout, if applicable).

Both temporary positions lie within the Research Area, Professional Group II, Level B.2, professional category of trainee researcher.

The employment contract to be formalized shall be a predoctoral contract under the terms of Articles 20 and 21 of the Act 14/2011, of June 1st, on Science, Technology and Innovation, and the Royal Decree 103/2019, of March 1st, which approves the Trainee Predoctoral Researchers' Charter, and by virtue of the Law 17/2022, of September the 5th, which modifies Law 14/2011, of June the 1st, of Science, Technology and Innovation. In accordance with article 7 of the Royal Decree 103/2019, which states that when establishing the remuneration, the reference taken shall be the category of Group 1 employees in the salary table set out in the unified collective agreement for employees of central government ("Administración General del Estado"), the remuneration for this contract shall stand at approximately €23,600 gross per annum for 2023.

The working hours, rest, vacation and leave, and the remaining working conditions applicable, shall be those established by the First Collective Agreement of the Consorcio CENIEH published in the Boletín de la Provincia de Burgos no. 8, on January 12th 2012.

### 3. Requirements of candidates

In general, for access to an official doctoral program, it will be necessary to possess an official Spanish bachelor's degree, or equivalent, and a university master's, or equivalent, and always provided that at least 300 ECTS credits have been passed in total during these courses of studies.

For this case in particular, by the deadline for applications, to be admitted to the selection process, candidates must possess a **University Degree** related to the area of the project:

- Position 1: University Degree in Archaeology, or Geology.
- Position 2: University Degree in Archaeology, Geology, or Physics.

They must likewise have completed the **university master's degree** related to the area of the project **and have passed the Dissertation ("TFM") by July 1<sup>st</sup>, 2023**.

- Position 1: Archaeology, Geology, Human Evolution, Quaternary Science, Geoarchaeology, or similar.
- Position 2: Archaeology, Geology, Human Evolution, Quaternary Science, Geoarchaeology, Physics, or similar.

An advanced level of **scientific-technical English**, oral and written, is also required (minimum level B2).

Other important criteria for evaluating candidates for this position are:

- Publications, with greater weight given to scientific journals with a quality metric and which are related to subjects to be covered in the doctoral thesis (geoarchaeological methods for Position 1 and luminescence dating for Position 2): 2 points.
- Experience in micro-geoarchaeological methods, and especially in infrared spectroscopy and micromorphology of sediments, for Position 1; experience in luminescence dating for Position 2: 4 points.
- Participation in research projects: 1.5 points.

- Experience in archaeological and/or paleontological excavations: 1.5 points.
- Skill in using IT programs such as: R, Photoshop, QGIS, OriginPro, etc.: 0.5 points.
- Other merits (other languages, scientific outreach activities, courses, stays, awards, etc.): 0.5 points.

#### **4. Applications**

Those who would like to participate in this process should send the following documentation, indicating **the reference 03/2023 R1 ERC-2021-STG PEOPLE Position 1** to apply for the first position, and/or **the reference 03/2023 R1 ERC-2021-STG PEOPLE Position 2** to apply for the second one, via the CENIEH website, by email to the address [rrhh@cenieh.es](mailto:rrhh@cenieh.es), or else by regular mail to the address Paseo Sierra de Atapuerca 3 - 09002 Burgos, Spain:

1. Curriculum vitae detailing the specific training and experience to be assessed in the process.
2. University qualifications or certificates (bachelor's and master's), stating the completion date and which are to be considered in the selection process. In any case, candidates must be in possession of an official university degree that has been classified as corresponding to level 3 of the Spanish Higher Education Qualifications Framework (MECES 3), and satisfy the general qualification requirements for access to a Doctoral Program. In the case of not having approved all the studies that led to the Master's Degree by the date of submission, it will be necessary to provide a certificate of qualifications. Candidates who do not provide any proof of having fully completed their Master's Degree studies by July 1<sup>st</sup>, 2023, will not be called for the personal interview phase.
3. Letter of motivation (maximum one page) detailing the candidate's career and their interest in conducting research as part of PEOPLE.
4. Documentation accrediting merits (certificates of participation in projects, excavations, conferences, courses, list of publications with DOI, etc.). **Any merits not accredited by documentation will not be considered in the evaluation process.**

Failure to submit the aforementioned documentation will result in the exclusion of the candidate, although any defect in the documentation may be corrected within the period facilitated for the purpose.

For the purposes of the evaluation process, only the information included in the curriculum vitae by the deadline for applications will be considered. It will only be possible to update the information regarding the Master, in which case, the documents shall be presented before July 1 2023 to be admitted to the interview phase.

Applications may be submitted at any time up to 2 pm CET on **May 31<sup>st</sup>, 2023**.

## **5. Selection committee:**

Management will appoint the members of the Selection Committee who will evaluate the applications received for the positions offered publicly in this call, and who will make a proposal for the award of the aforementioned position.

The composition of the Selection Committee will be based on the principle of a balanced presence of women and men, except for justified and objective reasons duly explained.

The Selection Committee is composed of the following members:

1. President: Dr. Michael Toffolo
2. Member: Dr. Nohemí Sala Burgos
3. Member: Dr. Lloyd Rossouw
4. Member: Dr. Mailys Richard
5. Secretary: Carmen Gutiérrez Díez

All members of the Committee have been duly informed of the aforementioned evaluation criteria for assessing the candidacies submitted for the call.

The members of the Selection Committee shall refrain from intervening when the grounds for abstention provided in Act 39/2015, of 1 October, on the Common Administrative Procedure of the Public Authorities, are applicable. Likewise, applicants may challenge the members of the Committee if the aforementioned circumstances apply.

The Selection Committee, pursuant to article 14 of the Constitution of Spain, will ensure strict compliance with the principle of equal opportunities for both sexes.

The personal data of the members of the Selection Committee that may be handled by the Consorcio CENIEH shall be protected by the regulations on the Protection of Personal Data, and processed and incorporated into the "Human Resources" processing activity, for the purposes of this selection process. The legal grounds for the processing of their data shall be the execution of a contract or precontractual measures. The data provided shall be retained for the period necessary to comply with the legal obligations. Data shall not be transferred to third parties except where required by law, and you

may lodge any complaint with the Agencia Española de Protección de Datos ([www.agpd.es](http://www.agpd.es)).

According to the regulations on data protection, and in particular, article 5.1.f) of the General Data Protection Regulation 2016/679/EU (the "GDPR"), members of the Selection Committee are obliged to maintain confidentiality and professional secrecy with respect to the personal data they may handle as part of their duties in this selection process.

For the purposes of communication and other incidents, as well as to exercise their rights to access, rectification or erasure, restriction of processing, portability and/or opposition, the data subject can contact the data controller: Consorcio CENIEH (Delegado de Protección de Datos), Paseo Sierra de Atapuerca 3, 09002 Burgos, Spain, or [protecciondedatos@cenieh.es](mailto:protecciondedatos@cenieh.es)

## **6. Selection process:**

The Selection Committee will examine the applications received to determine whether they comply with the requirements in point 3 and the documentation in point 4 herein, formalizing for this purpose a *Provisional List of Admitted and Excluded Candidates*.

Candidates will be notified of a period of 5 working days for the correction of documentation, counted from the day following publication of this list, although under no circumstances may this procedure be used to add to, complete or modify the documentation submitted initially.

Once this period has elapsed, the *Definitive List of Admitted and Excluded Candidates* will be published.

Only the applications that appear as Admitted on this list, which will be approved by all members of the Selection Committee, will be incorporated into the selection process.

The Human Resources Department of the CENIEH will be the body responsible for the custody and control of all documentation related to the selection process.

## **7. Evaluation process**

The selection process consists of two phases:

1) **Curricular evaluation.** For this phase, the Committee will consider the requirements given in point 3. This evaluation will have a maximum score of **10 points**. Applicants must obtain a **minimum of 6 points** in the curricular evaluation to pass to the next phase. If no candidate achieves the minimum required score, the position will remain



vacant. Candidates who pass this phase and have presented all the documents as indicated in section 4, will be called for a personal interview, aimed at assessing more accurately their level of the required skills.

2) **Personal interview.** The interview will have a maximum score of **8 points**. The score can be rectified if the information provided in the CV is subsequently found to be inaccurate. Applicants must obtain a **minimum of 6 points** in the interview evaluation to pass this phase. If no candidate achieves the minimum required score, the position will remain vacant.

Each member of the Committee shall score each candidate individually, and the average of each candidate's score will be calculated to yield their final score for each phase. Once the relevant selection phases have been completed, the individual scores obtained in each phase will be added together. The position will be awarded to the candidate who accumulates the highest score in the range between 12 and 18 points.

Within a maximum period of 5 days after the interviews, the Selection Committee will record its hiring proposal for the position in the Resolution Act, which will include both the proposed candidate and two alternates, for subsequent approval by the Director.

Any discrepancy which might arise out of the interpretation or application hereof shall be settled by the Selection Committee.

Once the selection process has finished, all documentation referring to it shall be returned to the Human Resources Department of the Consorcio CENIEH, the body responsible for its custody and control. According to the regulations on data protection, and in particular, article 5.1.f) of the General Data Protection Regulation 2016/679/EU (the "GDPR"), members of the Selection Committee are obliged to maintain confidentiality and professional secrecy with respect to the personal data they may handle as part of their duties in the selection process.

## **8. Resolution**

Once the final hiring resolution has been approved by Management, it will be published on the CENIEH website and in as many places as deemed appropriate.

Human Resources will contact the selected candidate to obtain the necessary documentation for the formalization of the contract. A greater number of contracts may not be formalized than positions announced (2).

An employment contract for a trainee predoctoral researcher (articles 20 and 21 of the Act 14/2011 and Royal Decree 103/2019) will be formalized with the selected



candidate, and the appointee will have to pass a trial period of 6 months during which the PI will evaluate their proper performance in the position, and issue the appropriate certification at the end of that period.

In order for the contract to be valid and effective, the proposed candidate must submit to a medical examination by the OHS Service of the CENIEH and be declared "fit" to perform the duties of the position. Moreover, for the contract to be valid and effective, the candidate must submit a letter of admission to the doctoral program issued by the unit responsible for that program, or the doctoral or postgraduate school where applicable.

In the event that the proposed candidate does not submit the appropriate documentation by the deadline set, does not meet the requirements specified or declines the offer, the trial period evaluation is unfavorable, or they leave the post during the first year, the position may be awarded to the next candidate(s) in the list set out in the Resolution Act. In the event of substitution, the period elapsed shall not be recoverable for the purposes of the duration of the contract, which shall be offered for the time remaining.

Similarly, the list of alternates in the Resolution Act may be used for hiring applicants for other research projects in which the profile and requirements demanded are identical to those herein, always provided that there are urgent reasons and the envisaged duration of the project in question is less than that remaining for the present one. When the cited list is used to fill posts in research projects other than the present one, it shall be valid for 24 months counted from the publication of the Resolution Act.

The present Call, which exhausts available administrative remedies, may be challenged by filing suit before the *Juzgado de lo Contencioso-Administrativo* of Burgos, within a period of two months counted from the day following its publication on the CENIEH website. It is also possible to file an appeal for reconsideration with the Director within a period of one month from the day following its publication. In this case, the aforementioned suit before the *Juzgado de lo Contencioso-Administrativo* may not be filed until the appeal for reconsideration has been expressly resolved, or presumed to have been dismissed.

Similarly, all acts arising out of this Call and the actions taken by the Selection Committee may be challenged in the circumstances and in the manner provided for by the Act 39/2015, of October 1st, on the Common Administrative Procedure for the Public Authorities.

In Burgos,

Signed: María Martínón  
Director of the Consorcio CENIEH