

GUIDE FOR APPLICANTS INTERTALENTUM FIRST CALL 2016

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1. General description of the Programme

The Programme for Postdoctoral Talent Attraction to the International Excellence Campus (CEI) UAM+CSIC, **InterTalentum**, is a programme developed by the Universidad Autónoma de Madrid (UAM), which intends on building particularly favorable environment to attract the best experienced researchers in the four Focus Research Areas of CEI UAM+CSIC:

- a. Biology and Biomedicine,
- b. Nanoscience, Nanotechnology and Advanced Materials,
- c. Theoretical Physics, Computing sciences and Mathematics
- d. Social Sciences, Legal Sciences and Humanities.

The program aims at exploiting the full potential of the CEI UAM+CSIC to offer the fellows a truly **interdisciplinary** and **intersectorial** training that will strengthen their curricula and provide the region of Madrid with a pool of researchers capable of preserving the long standing tradition for scientific excellence and bridging the gap between academic and applied research.

InterTalentum will organize **two International Calls** to incorporate **18 experienced researchers (9 fellowships per call of 2-years duration)**, of any nationality, and offer them the opportunity to develop her/his research project within the framework of a vast network of institutions participating under CEI UAM+CSIC. InterTalentum will be developed in a **Global Campus**, including some worldwide reference research laboratories at Universidad Autónoma de Madrid, The centers of the Spanish National Research Council located at the campus (CNB – National Biotechnology Center, ICMM – Materials Research Institute, ICP - Institute of Catalysis and Petrochemical, ICV - Institute of Ceramics and Glass, IMM - Madrid Microelectronics Institute), Madrid Advanced Research Institutes “IMDEAS” (IMDEA – Alimentación, IMDEA – Nanociencia). Researchers will be selected through a transparent and international evaluation process in which candidates’ merits will be evaluated qualitatively as well as quantitatively taking into consideration the whole range of experience of the candidates.

In order to enhance the **interdisciplinarity** of the researchers profile, InterTalentum will offer the opportunity of **having at outgoing phase of one year** in any center of the CEI UAM+CSIC network and **one more year at UAM**, thereby providing the fellows with hands-on experience in different disciplines. InterTalentum also aims at **stablish professional links between the fellows and the industrial sector of the region of Madrid**, by promoting **secondments** of the fellows of **up to three months** in the R&D intensive companies of the environment of CEI UAM+CSIC.

2. Research at the CEI UAM+CSIC

Excellence of the research programme

The UAM is one of the leading research universities in Spain with a large number of multidisciplinary and interdisciplinary high quality projects in a variety of areas that include Law, Humanities and Social Sciences, Economics, Psychology, Physics, Chemistry, Biology and Medicine, Biodiversity

and Environment, Computer and Telecommunication Engineering among others. UAM has more than 300 registered research groups work in these areas, most of them among the best in Spain on their fields and many groups of reference in the international community.

In addition, research in the UAM has been largely reinforced by its long-standing collaboration with the Spanish Research Council (CSIC). Currently, the UAM+CSIC campus hosts a large number of scientists from UAM and CSIC that carry out a highly competitive world-class research in four main areas:

1. Nanoscience and Materials
2. Biotechnology and Biomedicine
3. Theoretical Physics, Computer Sciences and Mathematics
4. Social Sciences, Legal Science and Humanities

Strategic Lines CEI UAM+CSIC

Biology and Biomedicine

El CEI UAM+CSIC houses the largest scientific community in Spain and one of the largest and most productive in Europe dedicated to Bioscience, and in particular to Biomedicine Biotechnology. Located on the Campus are the faculties of Science and Medicine, with its 6 affiliated hospitals, the CSIC's National Biotechnology Centre, the Severo Ochoa Molecular Biology Centre, the Alberto Sols Institute for Biomedical Research, the Food Science Research Institute (CIAL), all mixed UAM-CSIC centres, the Madrid Institute for Advanced Studies (IMDEA) in Food and the institutes for healthcare studies of the La Paz, La Princesa, Fundación Jiménez Díaz and Puerta de Hierro Majadahonda hospitals.

Despite its considerable size, this is a very cohesive scientific community, with a post-graduate programme (master and PhD) of international renown which has made a very important step forward in constituting the UAM-CSIC BIO Campus (BUC), a programme of bioscience and biomedicine which also encompasses the National Centre for Cardiovascular Research (Centro Nacional de Investigaciones Cardiovasculares - CNIC) and the National Centre for Oncological Research (Centro Nacional de Investigaciones Oncológicas - CNIO). More information about the research going on at UAM+CSIC CEI can be found at the web pages of the relevant Faculties and Research Centers:

- [Medicine Faculty](#)
- [Science Faculty](#)
- [Psychology Faculty](#)
- [Polytechnic](#)
- [Severo Ochoa Molecular Biology Centre \(CBM\)](#)
- [Alberto Sols Institute for Biomedical Research \(IIBM\)](#)
- [National Biotechnology Centre \(CNB\)](#)
- [Food Science Research Institute \(CIAL\)](#)
- [IMDEA Food](#)
- [National Centre for Cardiovascular Research \(CNIC\)](#)
- [National Centre for Oncological Research \(CNIO\)](#)
- [La Paz University Hospital Research Institute \(IdiPaz\)](#)

- [La Princesa University Hospital Healthcare Research Institute \(IP\)](#)
- [Fundación Jiménez Díaz Healthcare Research Institute \(IIS FJD\)](#)
- [Puerta de Hierro Majadahonda Healthcare Research Institute \(IDIPHIM\)](#)
- [La Paz University Hospital Research Institute \(IdiPaz\)](#)
- [La Princesa University Hospital Research Institute \(IP\)](#)
- [Fundación Jiménez Díaz Healthcare Research Institute \(IIS FJD\)](#)
- [Puerta de Hierro Majadahonda Healthcare Research Centre \(IDIPHIM\)](#)

Nanoscience, Nanotechnology and Advanced Materials

As well as various UAM Science Faculty departments that have earned a prestigious international reputation, the Campus houses six major research institutes in Nanoscience, Nanotechnology and Advanced Materials, the Nicolás Cabrera Institute for the Science of Materials (INC, UAM), the Madrid Institute for Advanced Studies (IMDEA) in Nanoscience, the CSIC Madrid Institute for the Science of Materials, the Madrid Microelectronics Institute, the Ceramics and Glass Institute, and the Institute for Catalysis and Petrochemistry.

Furthermore, there is a significant infrastructure item at the UAM+CSIC CIE, namely the Centre for Microanalysis of Materials (UAM), equipped with the largest ion accelerator in Spain, and the Segainvex, a service for the design and construction of advanced experimental equipment and the Interdepartmental Research Service (SIDI), a facility for the analysis and characterisation of organic and inorganic materials. More information about the research going on at UAM+CSIC CEI can be found at the web pages of the relevant Faculties and Research Centers:

- [Science Faculty](#)
- [Condensed Matter Physics Center \(IFIMAC\)](#)
- [Nicolás Cabrera University Institute for Materials Science](#)
- [Madrid Institute for Advanced Studies \(IMDEA\) in Nanoscience](#)
- [CSIC Madrid Institute for Materials Science](#)
- [CSIC Madrid Institute for Microelectronics](#)
- [CSIC Ceramics and Glass Institute](#)
- [CSIC Catalysis and Petrochemistry Institute](#)

Theoretical Physics and Mathematics

Theoretical Physics at the UAM+CSIC CIE is based around the Theoretical Physics Department of the Science Faculty and the mixed CSIC-UAM Institute for Theoretical Physics, which has been awarded a Severo Ochoa Centre of Excellence mention. Mathematics is represented by the Mathematics Department and the Mathematical Sciences Institute, another mixed CSIC-UAM institute, with the participation of the Complutense and Carlos III universities, which has been one of eight to receive the Severo Ochoa Centre of Excellence mention in the first edition of these awards.

- [Mixed CSIC-UAM Theoretical Physics Institute](#)
- [Engineering School \(EPS\)](#)
- [Science Faculty](#)
- [Mathematical Science Institute](#)

Social Sciences, Legal Sciences and Humanities

At the same time, in keeping with its status as general university, the UAM conducts significant and highly transversal activity in Social Sciences, Legal Sciences and Humanities, which at the UAM account for more than 50% of the teaching staff and have important university research institutes and around 150 research groups. This area contributes added value and huge strategic significance to the UAM+CSIC CIE. In both the EU's Horizon 2020 programme and the State Plan for Research, Technology and Innovation, research in Human and Social Sciences is considered transversely and is an essential part of the scientific-technical research to be conducted in the search for solutions to the challenges facing society. Accordingly, the UAM+CSIC CIE constitutes an ideal ecosystem to tackle, in its areas of specialisation, the future challenges in teaching, knowledge generation, technological development and transfer to society.

- [Faculty of Arts and Humanities](#)
- [Faculty of Law](#)
- [Faculty of Economy](#)
- [Faculty of Teaching and Education](#)
- [Center for East Asian Studies \(CEAO\)](#)
- [Institute of Education Sciences](#)
- [Institute of Local Law \(IDL\)](#)
- [Center of Women Studies \(IUEM\)](#)
- [Institute Court in Europe \(IULCE\)](#)
- [University research institute on Migration, Ethnicity and Social development \(IMEDES\)](#)
- [Needs and Rights of Children and Adolescents Institute \(IUNDIA\)](#)
- [L. R. Klein Economic Forecasting](#)
- [Foundation Culture of Peace](#)

Partner Organisations

The Spanish National Research Council (CSIC): Is the largest public institution dedicated to research in Spain and the third largest in Europe. Belonging to the Spanish Ministry of Economy and Competitiveness through the Secretary of State for Research, Development and Innovation, its main objective is to develop and promote research that will help bring about scientific and technological progress, and it is prepared to collaborate with Spanish and foreign entities in order to achieve this aim. CSIC centers that can be chosen by the applicants are located in the Campus:

- [CNB – National Biotechnology Center](#)
- [ICMM – Materials Research Institute](#)
- [ICP - Institute of Catalysis and Petrochemical](#)
- [ICV - Institute of Ceramics and Glass](#)
- [IMM - Madrid Microelectronics Institute](#)

IMDEA Nanoscience: Is a private non profit Foundation created by initiative of the the regional Government of the Community of Madrid in November 2006 in order to shorten the distance between the research and society in the Madrid region and provide new capacity for research, technological development and innovation in the field of Nanoscience, Nanotechnology and

Molecular Design. In 2007 the former Ministry of Education and Science of the Government of Spain decided to also fund part of the creation and equipment of an institute of Nanoscience in the Community of Madrid.

Institute of Food Science Research (CIAL): Is a research institute belonging to the Spanish Council of Scientific Research (CSIC) and Universidad Autónoma de Madrid (UAM). Its main objective is the development of scientific research in Food Science and Technology, also participate in the formation of young researchers and professionals, as well as, increase knowledge transmission to community.

Mathematics Institute (ICMAT): The aim of ICMAT is to become a leading international center of excellence in research , offering undergraduate and post-doctoral training internationally recognized , encourage interdisciplinary collaborations , organize events of international significance and promote outreach activities.

Theoretical Physics Institute (IFT): It is the only Spanish center dedicated entirely to research in theoretical physics. In the IFT working on the frontier of Elementary Particle Physics, Astroparticle and Cosmology, in order to understand the key elements of Nature and the Universe. Its researchers are leading numerous research projects both nationally and internationally.

Forensic Sciences and Security Institute (ICFS): Our Institute of Forensic Science and Security (ICFS) is a public, multidisciplinary, under the Autonomous University of Madrid. The ICFS is dedicated to training, research and services in three major areas of expertise: forensic science (in its broadest sense), the Security and Intelligence, and all under the criterion of excellence. Our activity is channeled through five major areas: Forensic Science, Legal Studies, Strategic Studies and Intelligence, Economic Intelligence School, and CSNB or National Cybersecurity Center of Excellence. They all cooperate and collaborate to create synergies that allow us to provide quality multidisciplinary services.

Foundation for a Culture of Peace (FCP): Its activity is based mainly on the linkage and mobilization of networks of institutions, organizations and individuals who stand out for their commitment to the values of the Culture of Peace. The concrete actions of the Foundation are focused mainly on the informative and educational fields.

Scientific Park of Madrid (PCM): Is a non-profit foundation created in 2001 by the Autonomous University of Madrid Complutense and to promote innovative scientific and technological endeavor.

3. Eligibility check of the candidates

1. The researcher may be of **any nationality**. No age restrictions apply.
2. The researcher must comply with the **mobility rule, communication rule and experience rule**:
 - a. **Mobility Rule:** at the time of recruitment by the *host organisation* (**expected deadline for recruitment 31/05/2017**), researchers must not have resided or carried out their main activity (work, studies, etc.) in the country of their host organization for more than 12 months in the 3 years immediately prior to the

reference date. Compulsory national service and/or short stays such as holidays are not taken into account.

- b. **Communication rule:** applicants must be able to communicate fluently in English.
- c. **Experience rule:** the candidates must have a PhD degree by the date of the deadline. Exceptionally, candidates without the full title may be allowed to submit their applications if they already have an assigned date for the PhD defense and they can provide some document demonstrating that it will take place before the expected date for incorporation.

4. Application procedure and schedule

The following documents ([available here](#)) will be required as part of the application process:

- The Administrative Form
- Part B.1 – Research Project
- Part B.2 – CV and capacities of the Hosting group
- Letters of Commitment of the Partner Organization (if needed)

Applicants must propose a researcher at the UAM who act as supervisor. In the event that the project requires an outgoing phase in other center of CEI, the candidate will require further identifying of a second supervisor at the center. For the proposal to be eligible is essential that the supervisor(s) endorse the project is the candidate.

The application will be done exclusively online in the website of the [InterTalentum Project](#).

Important: all these documents must be uploaded in a **single file**.

The deadline for the first call will be 30th of September 2016 at 17:00 hours Spanish time. All proposals received after this deadline will be considered not eligible.

Schedule of the 1st call

Task	2016							2017					
	JU	JUL	A	S	O	N	D	J	F	M	A	M	JU
Announcement of 1st Call	■												
Submission Period	■	■	■	■	■								
Applications review					■	■							
Evaluation						■	■						
Invitation for interviews							■	■					
Interviews								■	■				
Negotiation									■	■			
Logistic and introduction to the Research Group										■	■	■	
Start 1st Call Fellowships													■

5. Evaluation criteria

The applications from eligible researchers will first be evaluated taking into consideration the three standard criteria of Scientific Excellence, Expected Impact and Implementation by three external referees (see previous Section). Scores for each criteria will then be assigned from 0 to 5. The score for each criteria must be larger than a **threshold** value of **3 for Scientific Excellence**,

Impact and Implementation. The final score of the application will result from the **weighted average of the three scores**. The relevance of interdisciplinarity and intersectoriality of the proposal will be properly taken into consideration by specific evaluation points under the general criteria of Excellence and Impact respectively. The following table specifies the list and distribution of evaluation points to be considered under each criteria, the threshold required to have a positive evaluation, and the weights assigned to each criteria.

	<i>Scientific Excellence</i>	<i>Impact</i>	<i>Implementation</i>
<i>Issues to consider</i>	Candidate's CV (up to 2 points)	Expected impact over the applicant's future career (up to 3 points)	Feasibility of the expected research (up to 2 points)
	Hosting group's CV (up to 1 points)	Expected impact over the research carried out at CEI UAM+CSIC (up to 1 points)	Appropriateness of the schedule (up to 1 point)
	Originality of the idea that motivates the research (up to 1 point)	Potential applicability of the results (up to 1 points)	Adequacy of the existing infrastructure at the hosting group to carry out the research of the proposal (up to 2 points)
	Interdisciplinary nature of the proposal and expected collaborations (up to 1 points)		
<i>Threshold</i>	3/5	3/5	3/5
<i>Weight</i>	50%	30%	20%
<i>Priority</i>	1	2	3

Those applicants, who get to the **Final Interview stage**, will also be evaluated according to the following criteria:

- Personal motivation
- Communication skills
- Leadership

After the interviews, Scientific Advisory Board will thus modify the scores of the interviewed candidates, being then able to add or subtract up to 1 point of the final score for each application.

For the correct evaluation of the proposals, applicants must choose one of the following subareas:

1. Biology
2. Biomedicine
3. Nanoscience
4. Nanotechnology
5. Advanced Materials
6. Theoretical Physics

7. Computer science
8. Mathematics
9. Social Sciences
10. Legal Sciences
11. Humanities

6. Selection procedure

Description/Composition of committees involved in the different stages of the process

The wide scope of the research carried out at CEI UAM+CSIC calls for the implementation of a flexible and transparent evaluation process, capable of judging the vast diversity of curricula expected from the applicants. For this purpose, we have devised an evaluation mechanism involving three bodies of experts:

- ***Distribution Committee (DCom)***: The main role of the Distribution Committee will be to choose appropriate external referees, customized for each individual application, and channel the flow of information between the external referees and the Scientific Advisory Board (described in Section 3.1). DCom will be composed by **12 internal scientific experts**, who will be responsible for the choice of the external referees and for the communication between the referees and CEI UAM+CSIC. The Scientific members of DCom must find three appropriate external referees for each proposal, contact them and ensure that the referees are properly informed of the deadlines, and have agreed to perform the evaluation within the given time. The difficulty of choosing referees for such a very varied pool of curricula motivates the choice of researchers with deep knowledge of the state-of-the-art in different disciplines. For this reason, there will be two representatives for each of the four Strategic Lines of CEI UAM+CSIC. Members of DCom will be chosen by the Project Steering Committee (PSC) at the kick-off meeting. Should any of the members of DCom cease at some point, it will be the responsibility of the PSC to find an appropriate expert to replace the leaving one. Notice that DCom has **no role in evaluating the proposals**. The role of DCom is similar to that of the editorial board in scientific publications.
- ***External Evaluators***: The **referees** chosen by DCom will carry out the evaluation of the applications regarding three separate aspects: Scientific Excellence, Impact of the Research and Rationality of the Implementation, as detailed in the next section. Numerical scores (0-5) will then be assigned to each on these aspects, and sent to the members of DCom which contacted them, along with a detailed report justifying the numerical scores. The external referees **will receive remuneration** for their efforts upon timely submission of their reports.
- ***Scientific Advisory Board***: The organism in charge of the final evaluation of the applications is the **Scientific Advisory Board (SAB)**, which must fulfil the following tasks:
 - a. Homogenise the evaluation of the different sets of external referees. In the exceptional case of very divergent opinions among the three referees of a given proposal, they will have the power to assign different weights to the different external evaluations.

- b. Generate an ordered list of applications in order of merits.
- c. Participate in the interviews with the 19 chosen applicants.
- d. Elaborate the final list of applications.
- e. Write a report about the evaluation process, paying special attention to the cases in which the scores arising from the external referees have been significantly changed by the action of SAB.

The Scientific Advisory Board will be composed of seven members with the following distribution:

- a. At least 4 external experts, one per Strategic Line of CEI UAM+CSIC
- b. 1 representative of the Institute of Gender Issues at UAM.
- c. 1 representative of Industry.
- d. The Coordinator of the Program.

The selection process will be supported by the UAM Ethical Committee.

Selection of the experts

DCom and SAB will be chosen by the Project Steering Committee at the kick-off meeting. The choice of the External Evaluators will be performed by DCom, and must be duly justified in a short report identifying the topic of the proposal and describing the previous expertise of the proposed referee in such field, including a list of 2-3 recent publications. While, according to general practice, the name of the referee will remain confidential information, UAM will keep such reports for external inspection.

Fellows/Researchers' selection workflow and powers entrusted to the different actors

The evaluation of the proposals will be carried out in three stages, plus one previous eligibility check by UAM management officials:

STAGE 0 – Eligibility check

The first task in the selection process will be carried by **Two Management Officials**, who will perform the eligibility checks and channel the flow of information between the applicants and CEI UAM+CSIC. This process will be carried out in the first four days after the end of the call.

STAGE 1 – Selection of customized external evaluators:

The evaluation process will start by the choice of appropriate external referees for each individual proposal by DCom. DCom will have 10 days to choose the referees, contact them, and make sure that they are willing to participate in the evaluation process.

STAGE 2 – External evaluation

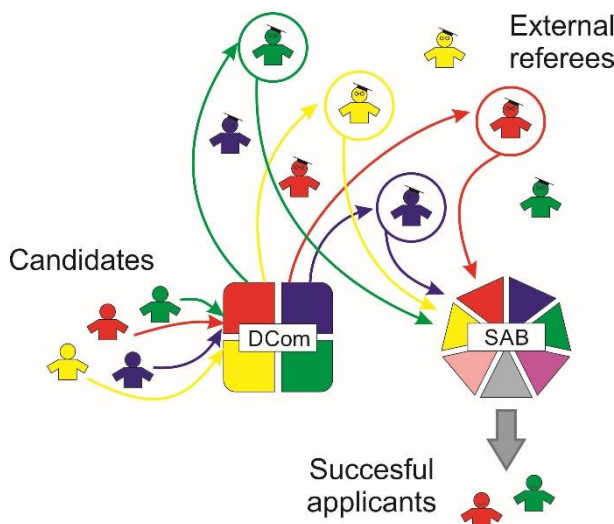


Figure 1. Schematic representation of the selection process. The applications will be evaluated by three

external referees specifically selected by the Internal Distribution Committee (DCom). The reports from the external referees will then be considered by the Advisory Board to choose the best proposals.

The **referees** chosen by DCom will carry out the evaluation of the applications regarding three separate aspects: Scientific Excellence, Impact of the Research and Rationality of the Implementation, as detailed in the next

section. Numerical scores (0-5) will then be assigned to each on these aspects, and sent to the members of DCom which contacted them, along with a detailed report justifying the numerical scores. The external referees **will receive remuneration** for their efforts upon timely submission of their reports.

STAGE 3 – Final selection of candidates

Based on the previous external evaluation, a short list of the candidates will be produced. The **top 19 candidates** will then be summoned for **video-conference interviews**. Based on the previous evaluations and the interview, a final list will be elaborated by SAB, and the positions will be offered to best nine candidates. In case any of them would choose not to accept the position, it will be offered to the next one in the list.

Whenever there is conflict among the members of AB about the re-evaluation of some of the applications, the issue will be subject of a vote among the members of AB, and the majority vote will be accepted. This situation must be reflected in the report that the members of AB must sign and pass onto the Project Coordinator.

7. Amount of the grant

Funding is calculated exclusively based on the fixed unit costs set out in the MSCA Work Programme.

One unit is defined as one person-month. The unit costs are divided into two groups: researcher unit costs and institutional unit costs.

Researcher unit costs (EUR / person-month)			Institutional unit costs (EUR / person-month)	
Living allowance	Mobility allowance	Family allowance	Research costs	Other (training, etc.)
3.675,00 €	600,00 €	500,00 €	800,00 €	500,00 €

Researcher unit costs

Living allowance

This refers to the basic, gross amount for the benefit of the researcher to be paid to the researcher in monthly instalments.

NOTE: The living allowance is a **gross contribution** to the salary costs of the researcher. Consequently, the net salary results from deducting all compulsory (employer/employee) social

security contributions as well as direct taxes (e.g. income tax) from the gross amounts. The rate indicated above is for researchers devoting themselves to the action on a full-time basis.

Mobility allowance

In addition to the living allowance, a mobility allowance will be paid to recruited researchers.

Family allowance

A family allowance will be paid in case the supported researcher has family obligations. In this context, family is defined as persons linked to the researcher (i) by marriage, or (ii) a relationship with equivalent status to a marriage recognised by the legislation of the country or region where this relationship was formalised; or (iii) as dependent children who are actually being maintained by the researcher.

Institutional unit costs

Research and networking costs

This unit cost *per person/month* is managed by the beneficiary to contribute to expenses related to, for example, expenses related to research costs.

Training costs

The training offered in InterTalentum is wide, having two compulsory courses on entrepreneurship and knowledge transfer, which must take all contracted fellows, and a number of training options chosen by the researcher. To subsidize both mandatory and additional courses that the researcher wants to do, it has been allocated this budget item.

8. Benefits for the fellows

Outgoing phase and Secondments

In order to enhance the **interdisciplinarity** of the researchers profile, InterTalentum will offer the opportunity of **having at outgoing phase of one year** in any center of the CEI UAM+CSIC network and **one more year at UAM**, thereby providing the fellows with hands-on experience in different disciplines. InterTalentum also aims at **stablish professional links between the fellows and the industrial sector of the region of Madrid**, by promoting **secondments** of the fellows of **up to three months** in the R&D intensive companies of the environment of CEI UAM+CSIC. For these secondments, fellows will be complemented with an additional amount of 100 € / month.

Specific budget for research

As it has been said in section 7, there is an specific amount of 800 € / month only for research expenses. It means that a total of 19.200,00 € are available for research costs during the 2-years project of the fellow.

Environment of the campus

Working conditions, institutional administrative support, and available services/facilities

As already mentioned in section 1.2, the CEI UAM + CSIC, UAM is Local Contact Point of [EURAXESS Network](#), a unique pan-European initiative providing access to a complete range of

information and support services to researchers wishing to pursue their research careers in Europe or stay connected to it. Moreover, UAM offers a series of services that can help the integration of the fellow. It is thus worth mentioning that: Foreign fellows getting incorporated at UAM can use the [International Office](#) for support in their Visa applications and other kind of bureaucratic requirements from the Spanish Government; UAM offers [language courses](#); UAM offers accommodation at the [Erasmus](#) residences placed within the campus; UAM offers a wide range of [sport](#) and [cultural activities](#); UAM offers a service for [Children School](#) within the campus. As it has been said before, InterTalentum will facilitate tele-working for reconciliation of professional and personal/ family life.

Employment conditions, including statutory working practices, social security coverage and social benefits

InterTalentum contracts, signed by the fellow and UAM, will be regulated by the Collective Agreement for Teaching and Research in Linking Labor Public Community Colleges from Madrid and by the Spanish Status of Workers. All compensation payable for non-teaching contracts linked to a research project, including social costs will be met under the relevant contract or project budget. The social benefits that employees enjoy in Public universities in Madrid Region will respond to the following types: a) Leisure, recreation, culture and sports. b) Promoting employment-retirement. c) Help diminished. d) Support for studies. e) Support for the care of children and ancestors. f) Compensation for disability and death. g) Loans and advances. h) Welfare benefits. i) Aid for transport costs.

Paid annual leave shall be thirty days. The worker, after appropriate justification, shall be entitled to request paid leaves for the following reasons: a) Fifteen calendar days in case of marriage. b) Four days, in case of birth, adoption or foster care of a child and in the case of serious illness or accident parent, spouse or child. c) Three days, death of a relative up to second degree consanguinity or affinity. When such cases occur in different the location of the worker's residence, the license term is five days. d) In case of breastfeeding a child under nine months, you will be entitled to a daily hour off work, which can be divided into two fractions. This right may be replaced by a reduction in working hours for half an hour at the beginning and end of the day, or in an hour at the beginning or at the end of the day, with the same purpose. This right may be exercised either by the father or mother if they both work. e) They may be paid leave of up to ten days granted per year serious reasons, if permitted service needs. f) In all cases not provided for in this Convention to teaching and research.

Included in this area it will apply the regime of permits, licenses and vacation plans for staff of the teaching bodies university.

For the purposes of the provisions of this article, cohabitation legally accredited shall be assimilated to marriage.

9. Contact and information details

A Support Service will be available during the application period via email: intertalentum@uam.es. Furthermore, the **26 of July from 10 AM to 1 PM and to 3 PM to 5 PM** (Spanish time) will be organized a **Question & Answer Day** with the InterTalentum Coordination Adobe Connect

(<https://uam.adobeconnect.com/a905201578/audiovisuales/>) to attend all the doubts of the applicants.



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