

!nterTalentum

Guide for Applicants to the InterTalentum Marie Skłodowska-Curie COFUND Fellowship Programme at UAM Second Call – 2018

Important dates

Application deadline	25 th May 2018
International Peer-Review	June / July
Interviews*	End of July
Communication of results to successful applicants*	August
Fellowship start date*	Between the communication of results and 31 st January 2019

* Please note that these dates are indicative and subject to change

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1. InterTalentum Programme

1.1. About InterTalentum

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 favourable 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 programme 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.

1.2. Research at the CEI UAM+CSIC

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 that 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 the abovementioned four main areas of the programme: Biology and Biomedicine; Nanoscience, Nanotechnology and Advanced Materials; Theoretical Physics, Computing Sciences and Mathematics; and Social Sciences, Legal Sciences and Humanities.

InterTalentum will be developed in a **Global Campus**, including some worldwide reference research laboratories at Universidad Autónoma de Madrid, the institutes of the Spanish National Research Council located at the campus (CNB – National Biotechnology Centre, ICMN – Madrid Institute for Materials Science, ICP - Institute of Catalysis and Petrochemistry, ICV - Institute of Ceramics and Glass, IMN - Institute of Micro and Nanotechnology), Madrid Advanced Research Institutes “IMDEAS” (IMDEA – Food, IMDEA – Nanoscience).

Strategic Lines CEI UAM+CSIC

Biology and Biomedicine

CEI UAM+CSIC houses the largest scientific community in Spain and one of the largest and most productive in Europe dedicated to Biosciences, and in particular to Biomedicine and Biotechnology. Located on the Campus are the faculties of Science and Medicine, with its 4 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 joint UAM-CSIC centres, the Madrid Institute for Advanced Studies (IMDEA) in Food and the institutes for healthcare studies of 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 in Molecular Biosciences, which has also the collaboration of 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 CEI UAM+CSIC can be found at the web pages of the relevant Faculties and Research Centres:

- [Medicine Faculty](#)
- [Science Faculty](#)
- [Psychology Faculty](#)
- [Engineering School \(EPS\)](#)
- [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 \(IDIPHIM\)](#)

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 Materials Science, the Institute of Micro and Nanotechnology, the Institute of Ceramics and Glass, and the Institute for Catalysis and Petrochemistry.

Furthermore, there is a significant infrastructure item at the CEI UAM+CSIC, namely the Centre for Microanalysis of Materials (CMAM), equipped with the largest ion accelerator in Spain, 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 CEI UAM+CSIC can be found at the web pages of the relevant Faculties and Research Centres:

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

Theoretical Physics and Mathematics

Theoretical Physics at the CEI UAM+CSIC is based around the Theoretical Physics Department of the Science Faculty and the joint 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 joint 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.

- [Joint 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 a 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 CEI UAM+CSIC. In both the EU's Horizon 2020 programme and the National 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 CEI UAM+CSIC 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](#)
- [Centre for East Asian Studies \(CEAO\)](#)
- [Institute of Education Sciences](#)
- [Institute of Local Law \(IDL\)](#)
- [Centre 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](#)

InterTalentum fellows in the area of Social Sciences, Legal Sciences and Humanities will also be affiliated to the [Madrid Institute for Advanced Study \(MIAS\)](#). The MIAS is a joint research centre of Universidad Autónoma de Madrid and Casa de Velázquez, within the Campus of International Excellence UAM+CSIC. The MIAS promotes interdisciplinarity and prioritizes research excellence in the Humanities and Social and Legal Sciences, with a transversal perspective extending from the Iberian world to the global dimension. MIAS InterTalentum fellows are required to participate regularly in symposiums, conferences, seminars, and any other activities organized by the Institute's scientific community and must mention their affiliation to MIAS (in addition to the UAM department of reference) in any publication or document resulting from their InterTalentum research project.

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, Industry 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 centres that can be chosen by the applicants are located in the Campus:

- [National Biotechnology Centre](#)
- [Madrid Institute for Materials Science](#)
- [Institute of Micro and Nanotechnology](#)
- [Institute of Ceramics and Glass](#)
- [Institute for Catalysis and Petrochemistry](#)

IMDEA Nanoscience: Is a private nonprofit Foundation created by initiative of the regional Government of the Community of Madrid in November 2006 in order to shorten the distance between 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 participating in the formation of young researchers and professionals, as well as increasing knowledge transfer to society.

Mathematical Science Institute: The aim of ICMAT is to become a leading international centre 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 centre dedicated entirely to research in theoretical physics. In the IFT, researchers work on the frontier of Elementary Particle Physics, Astroparticles 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): The Institute of Forensic Science and Security (ICFS) is a public and multidisciplinary centre. The ICFS is dedicated to training, research and services in three major areas of expertise: forensic science (in its broadest sense), security and intelligence, all under the criterion of excellence. Its activity is channeled through five major fields: Forensic Science, Legal Studies, Strategic Studies and Intelligence, Economic Intelligence School, and CSNB or National Cybersecurity Centre of Excellence. They all cooperate and collaborate to create synergies that 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. Currently, FCP participates in the work of a new institute, the **Institute of Human Rights, Democracy and Culture of Peace and Non-Violence (DEMOSPAZ)**. It was created through an agreement between the Culture of Peace Foundation and the Autonomous University of Madrid, after years of collaboration between both entities. It is set in an area of cultural and scientific convergence, which aims to link the academic community to human rights, democracy and culture of peace and non-violence in a historical moment of crucial changes and systemic crisis.

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

2. Fellowship Details

InterTalentum will organize two international calls to incorporate experienced researchers 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. 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.

InterTalentum launched a first call of proposals on September 2016 incorporating 9 experienced researchers.

The current call of proposals will offer again **9 fellowships of 2 years duration**.

The fellows will be hired by the UAM for a two years period, and will join the department they select (see section 4). Besides, in order to enhance the **interdisciplinarity** of the researchers' profile, InterTalentum will offer the opportunity of **having an outgoing phase of one year** in any centre of the CEI UAM+CSIC network, thereby providing the fellows with hands-on experience in different disciplines. InterTalentum also aims at **stablishing 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.

3. Eligibility check of the candidate

Applicants must fulfill the following eligibility criteria:

- The researcher may be of **any nationality**. No age restrictions apply.
- The researcher must comply with the **mobility rule, communication rule and experience rule**:
 - ✓ **Mobility Rule**: at the time of recruitment researchers must not have resided or carried out their main activity (work, studies, etc.) in Spain for more than 12 months in the 3 years immediately prior to the time of recruitment. Compulsory national service and/or short stays such as holidays are not taken into account. Notice that hiring can take place between the communication of results and 31st January 2019.
 - ✓ **Communication rule**: applicants must be able to communicate fluently in English.
 - ✓ **Experience rule**: candidates must be in possession of a doctoral degree or have at least four years of full-time equivalent research experience by the date of the deadline. Full-time equivalent research experience is measured from the date when a researcher obtained the degree which would formally entitle him/her to embark on a doctorate, either in the

country in which the degree was obtained or in the country in which the researcher is recruited, irrespective of whether or not a doctorate is or was ever envisaged.

4. Application procedure and schedule

Applications must be submitted via the [online application system](#) on or before the call deadline of 25th May 2018. In order to submit an application, all applicants need to [register in the system](#). Once registered, applicants can submit their proposals to the system.

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

- Administrative Form
- Research Proposal Form
- CV of the Experienced Researcher
- Letters of Commitment of the Partner Organization (if needed)

Applicants MUST propose a researcher from UAM to act as supervisor, so that they will be ascribed to the University Department of the supervisor. Successful applicants in Social Sciences, Legal Sciences, and Humanities will also be ascribed to MIAS. In the event that the project requires an outgoing phase in another centre of CEI, the candidate will provide the name of a second supervisor at that centre. For the proposal to be eligible it is essential that the supervisor(s) endorse the project of the candidate.

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

The deadline for this second InterTalentum call will be 25th of May 2018 at 17:00 hours Spanish time. All proposals received after this deadline will be considered not eligible.

Schedule of the second call – Year 2018

Announcement second call	March
Submission period	March - May
First stage evaluation	June /July
Second stage evaluation (interviews)*	End of July
Publication final results*	August
Recruitment*	Between the communication of results and 31 st January 2019

* Please note that these dates are indicative and subjected to change

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. 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 point)		Appropriateness of the schedule (up to 1 point)
	Originality of the idea that motivates the research (up to 1 point)	Expected impact over the research carried out at CEI UAM+CSIC (up to 1 point)	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 point)	Potential applicability of the results (up to 1 point)	
<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, the 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. Advanced Materials
5. Theoretical Physics
6. Computer science
7. Mathematics
8. Social Sciences
9. Legal Sciences
10. Humanities

6. Selection procedure

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

STAGE 0 – Eligibility check

The first task in the selection process will be carried out 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 – External evaluation

The evaluation process will start by the choice of appropriate external **referees** for each individual proposal by the Distribution Committee (DCom), a panel of UAM experts with no decision power over the ratings obtained by the proposal or the list of selected candidates in any evaluation Stage. 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 previous 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.

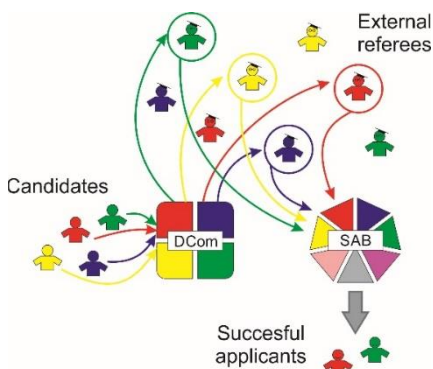


Figure 1. Schematic representation of the selection process.

STAGE 3 – Final selection of candidates

Based on the previous external evaluation, a short list of the candidates will be produced. The **top 18 candidates** will then be summoned for **video-conference interviews**. Based on the previous evaluations and the interview, a final list will be elaborated by the Scientific Advisory Board (the composition of which can be found in this [link](#)), and the positions will be

offered to the best nine candidates. In case any of them would choose not to accept the position, it will be offered to the next candidate on the list.

InterTalentum will facilitate a Redress Period (10 working days) for those rejected candidates who do not agree with their evaluation results. The redress applications will be considered by the Selection Committee, which will decide on whether or not the previously rejected applicants can be added to the short list. The committee will not call into question the scientific or technical judgement of appropriately qualified experts. The redress applicants will then be responded within 10 days after the redress period closed.

7. Amount of the grant

Amounts provided for the benefit of the researcher are as follows:

Cost category	Living, mobility and family allowance*			Research and training expenses
	Living allowance	Mobility allowance	Family allowance	
Amount (€/month)	3.675	600	500	1.300

* Please note that all payments included here are subject to the fiscal obligations and Social Security costs which are established by Spanish law. 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.

Mobility allowance

A mobility allowance is provided to cover expenses linked to the personal household and relocation of the Fellow.

Family allowance

A family allowance will also 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.

Research and training expenses

This contribution will be managed by UAM for expenses related to the participation of the researcher in research and training activities. 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 an outgoing phase of one year** in any centre 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 **stablishing 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.

Environment of the campus

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

9. Contact and information details

A Support Service will be available during the application period via email:
intertalentum@uam.es.



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