



# IGTP RESEARCH CAREER POLICY

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The document has been revised in several phases by the Internal Scientific Advisory Board (CCI) and the body of researchers of the IGTP. These revisions have been assessed by the directors of the centre to produce and approve the final document.

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## 1. INTRODUCTION

This document aims to describe the internal Research Career Policy for the all research personnel at the IGTP and has been drafted within the framework of the Spanish Science and Technology Law 17/2022 of 5 September, and the Science Law 9/2022 of the Government of Catalonia.

The internal Research Career Document contains a description of the categories of research personnel, their duration, conditions for access and monitoring, including mentoring and evaluation processes. The proposed career path is also described, indicating the possible itinerary of research personnel within the IGTP career path. An integrated evaluation system is proposed and evaluation criteria established to define the follow-up and promotion of research personnel during their careers. Finally, the document will be accompanied in the future by (i) a wage scale for the different categories of research staff; (ii) a specific document on mentoring and (iii) a document that lays out the procedures of follow-up, evaluation and promotion of research personal.

With this document the IGTP is committed to favouring the professional development of all the researchers in accord with the HR4SR stamp of research excellence and encouraging the processes of continued improvement and the adoption of this internal policy during the processes of contracting and promotion. This is a living document, which will be updated and modified as new policies are implemented and the research career path unfolds within the framework of autonomous regional and national law.

## 2. GLOSSARY

Some of the definitions and terms employed in the document are listed below:

**Principal Investigator:** Investigator who is listed as responsible for a competitive project in the process of being carried out during the period evaluated. In this respect, all types of agreement of affiliation (direct subsidy, contract, formal agreement or collaboration) are taken into account and can be included for the different categories of R+D+I personnel attached to the health research institute (IIS, in Spanish).

**Research Group:** Group of researchers led by emerging, consolidated or senior research staff who can prove a stable collaboration, one or several shared lines of research and who can verify at least the following characteristics: 1) Joint development of research projects financed by public or private national or international competitive calls in the last five years. 2) Creditable scientific production in common with publications with shared authorship and communications at conferences maintained over time of proven quality and sufficient number. 3) Teaching activity of the group linked to supervision of degree and masters students, amongst others and the completion of doctoral theses.

Included within the concept of the research group are groups at an early stage (led by emerging research staff R3.A), in consolidation stage led by consolidated research staff (R3.B) and at the senior stage, led by senior research staff (R4).

**Emerging research group** (led by emerging research staff). Those research groups (see definition above) who can verify one of the following situations:

- 1) A research group that has independently achieved funding for projects in public state or international competitive calls in the last three years.
- 2) A group with stable research activity, that in the last five years has achieved at least two projects in public state or international competitive calls with authorship (as first, last or corresponding author) in publications of demonstrable quality in their area of research in the last five years.

**Consolidated or Senior Research Group** (led by consolidated or senior research staff). Those groups which have passed the evaluation for consolidation or senior demonstrating that in the last five years they have:

- 1) Obtained sustained funding in time from competitive state or international public calls for the development of their research lines and incorporation of research staff.
- 2) Stable research lines developed with successive projects.
- 3) Their own and collaborative sustained scientific production, of proven scientific quality and potential innovation activity expressed as the sustained development during the same period, innovation and translational activities in the clinical environment (implantation of clinical guidelines, innovation in healthcare processes) and in the production sector (patents, development of healthcare products/devices etc.).
- 4) Proven capacity to train research staff (degree, masters, predoctoral) and research laboratory technical staff.

### 3. CATEGORIES OF RESEARCH STAFF

Below you will find descriptions of the research staff categories.

Each description contains the various stages as set out in the European Four-stage Research Career system and aligned with the principals of the European Charter of the Researcher and the Contracting Code of Researchers (CASE 2018ES356851) and the European Commission Human Resources Strategy for Researchers (HRS4R) Award for research centres.

Table 1 summarizes the categories, duration and access requirements and the conditions for follow-up and promotion.

**Table 1 Stages and Categories**

STAGE	CATEGORY	DURATION	REQUIREMENTS	PROMOTION
<b>R1</b>	Predocctoral researcher	3-6 years	Degree	Obtaining PhD
<b>R2.A</b>	Post-doctoral researcher	3-6 years	PhD	Evaluation for R2.B
<b>R2.B</b>	Post-doctoral researcher	3-6 years	3 years of Post-doctorate	Evaluation for R3.A
<b>R3.A</b>	Associate researcher	Undefined	6 years of Post-doctorate	Evaluation every 5 years for R3.A (emergent researcher) or R3.B
	Emergent researcher	5 years	3 years of Post-doctorate	Mentoring at 3 years Evaluation at 5 years for R3.B
<b>R3.B</b>	Consolidated researcher	5 years(+3) (model1) Undefined (model2)	Leads an emergent group	Assessment for R4 at 5 years
<b>R4</b>	Senior researcher	Undefined	Leads a consolidated group	Evaluation every 5 years

## 4. DESCRIPTIONS OF CATEGORIES

### 4.1 Predoctoral Research Personnel

**Stage: R1** (examples: FI, FPI, FPU, PFIS)

**Requirements:** Degree in Health Sciences, or other related degree, in order to undertake a doctorate in biomedical research.

**Access criteria for R1:**

- Academic transcripts
- Research activities
- Publications

**Duration:** Maximum four years. Annual tutorial from the monitoring committee from corresponding the doctoral program.

**Tasks:** Develop research capacity in the research group; participate in projects under supervision and produce scientific articles as first or corresponding author.

**Evaluation:** After a maximum of 4 years, in agreement with the Spanish Science Law the R1 Stage finishes on the obtention of a doctorate.

### 4.2 Postdoctoral Research Personnel R2.A

**Stage: R2.A** (examples: EMBO, Human Frontiers Science Program (HFSP), JdC, Sara Borrell, etc.)

**Requirements:** doctorate

**Access criteria for R2.A:**

- Produce scientific articles as first or corresponding author; communications in conferences etc.
- Stays in other centres
- Capacity for innovation and/or translational research: participation in patents, clinical guides, clinical applications etc.
- Commission: Follow-up report and evaluation, if it is the case.

**Duration:** Maximum six years. At three years the researcher must opt for mentoring or evaluation.

**Tasks:** Develop research capacity in the research group; participate in projects under supervision and produce scientific articles as first or corresponding author, be able to be involved in training activities (degree and/or masters students).

**Evaluation:** After a minimum of three years and a maximum of six years, the R2.A stage is finalized through an evaluation for promotion to R2.B.

## 4.3 Postdoctoral R2.B

**Stage: R2.B** (examples: EMBO, HFSP, JdC, Sara Borrell, Beatriu de Pinos, etc.)

**Requirements:** Doctorate, minimum of three year contract as post-doctoral researcher, satisfactory R2.A evaluation.

**Access criteria for R2.B:**

- Produce scientific articles as first, last or corresponding author; communications in national and international conferences etc.
- Stays in other centres
- Capacity for innovation and/or translational research: participation in patents, clinical guides, clinical applications etc.
- Capacity to train degree and masters students, and technicians
- Others: Ability to organize: development of structural resources for the group, organize scientific events at the centre etc.
- Commission: Follow-up report and evaluation, if it is the case.

**Duration:** minimum three years, maximum six years. At three years the researcher must opt for mentoring or evaluation. The maximum total overall length of stages R2.A and R2.B is nine years.

**Tasks:** Carry out research tasks in a research group, participate in projects under supervision and/or more independently, be able to ask for their own projects as emerging principal investigator, produce articles as first author or co-author, lead articles, participate in training tasks (degree, masters, supervise or co-supervise theses), have training/organizational responsibilities in the group or centre.

**Evaluation:** After a maximum of six years, R2.B stage is finalized through evaluation and promotion to R3.A.

## 4.4 Associate Research Personnel

**Stage: R3.A** (Examples: Associated with research projects, CIBER researchers, IGTP structural contracts)

**Requirements:** A minimum of six years post-doctoral contracts

**Access criteria for R3.A:**

- Produce scientific articles as first, last or corresponding author; communications in national and international conferences etc.
- Stays in other centres with an international profile
- Capacity for innovation and/or translational research: participation in patents, clinical guides, clinical applications etc
- Capacity to train degree and masters students, and technicians, supervision or co-supervision of theses
- Leadership and generating funding: participation in projects as co-PI or PI, attracting HR



funding.

- Others: a) Organization ability, participation in the organization of the laboratory activity, IGTP scientific activities; b) highly specialized technical experience etc.
- Commission: previous reports and recommendations of the R2.B period.

**Duration:** Indefinite with evaluations every 5 years

**Tasks:** carry out research tasks in a research group under the direction of the group leader, participate in projects under supervision and/or more independently, able to ask for their own projects as principal investigator and produce articles as first author or co-author, lead articles, participate in training (degree, masters, supervise or co-supervise theses), have training/organizational responsibilities in the group or centre.

**Evaluation:** Evaluation every five years as associate researcher, with the possibility of changing salary band or promotion to emerging research staff.

#### 4.5 Emerging Research Personnel

**Stage: R3.A** (examples: Ramon y Cajal (RyC); Miguel Servet I and II; IGTP Structural contracts.

**Requirements:** Minimum of three years as postdoctoral researcher

**Access criteria for R3.A:**

**External track:**

- Obtain a contract as an emerging researcher Ramon y Cajal, Miguel Servet, or similar.

**Internal track:**

- Produce scientific articles as first, last or corresponding author; communications in national and international conferences etc.
- Stays in other centres with an international profile
- Capacity for innovation and/or translational research: generation of and/or participation in patents, clinical guides, clinical applications etc
- Capacity to train degree and masters students, and technicians, supervision or co-supervision of theses
- Leadership and generating funding: participation in projects as co-PI or PI, participation in collaboration projects, attracting HR funding.
- Others: a) Presentation of a project for a line of research; b) organization ability
- Commission: previous reports and recommendations of the External Advisory Board.

**Duration:** 5 years (annual follow-up and consolidation evaluation after five years).

**Tasks:**

- Carry out research tasks as an emerging research group, participate in collaboration national and international projects and independent projects as principal investigator (emerging or not) leading their own group, even if sometimes within a larger consolidated or senior group.

- Show capacity to: 1) generate their own resources, 2) produce and lead papers, 3) training (supervising masters, theses etc)
- Show capacity to generate innovation and/or translation to clinical practice
- Acquire national and international recognition
- Acquire organizational responsibilities as group leader

**Evaluation:** Obligatory annual follow-up and after three years as emerging researcher evaluation by the External Scientific Advisory Board, or the ISCIII Commission, depending on the type of contract. The evaluation and promotion processes includes courses in managing people and managing teams as part of the Ongoing Training Programme. After five years emerging research staff will be evaluated for their consolidation under the recommendations of the Scientific Committee of the *Institut Català de Salut* (ICS) and when applicable receive promotion to consolidated research staff, with the possibility of a change of salary band.

#### 4.6 Consolidated Research Personnel

**Stage: R3.B** (examples: RyC, ei3; ERC-Starting, IGTP structural contracts)

**Requirements:** Lead an emerging research group

**Access criteria for R3.B:**

- Scientific production: scientific articles as last or corresponding author; invited communications in national and international conferences, participation in organizing conferences etc.
- International profile
- Capacity for innovation and/or translational research: generation of patents, generation of spin-offs, clinical guides, clinical applications etc
- Capacity to train degree and masters students, and technicians, supervision or co-supervision of theses, follow-up and supervision of research staff including postdoctoral researchers and, in some cases, associate researchers.
- Leadership and generating funding: participation in projects as co-PI or PI, participation in collaboration projects, attracting HR funding.
- Others: responsibility in scientific management activities at the IGTP
- Commission: recommendations of the External Scientific Advisory Board for the period R3.A.

**Duration:** Five years. On some occasions these periods can be extended depending on the recommendations of the Scientific Committee of the *Institut Català de Salut* (ICS) (5+3).

**Tasks:**

- Direct a consolidated research group
- Participate in projects in collaboration and in independent national and international projects
- Show capacity: 1) to generate their own resources, 2) to produce and lead papers, 3) for training (supervising masters, theses etc.).
- Be capable of generating innovation and/or translation of results.
- Acquire national and international recognition

- Require organizational responsibilities as group leader

**Evaluation:** Evaluation of the five years of consolidation by the Scientific Committee of the *Institut Català de Salut* (ICS). Assessment of merits obtained during the period prior to promotion to R4 with the possibility of change of salary band.

#### 4.7 Senior Research Personnel

**Stage:** R4 (examples: ICREA, IGTP Structural contracts)

**Requirements:** Lead a consolidated research group

**Access criteria for R4:**

**External track:**

- Obtain a ICREA, ERC-Co contract (or similar)

**Internal track:**

- Scientific production: high impact scientific articles as last or corresponding author; invited communications in national and international conferences, participation in organizing conferences etc.
- International profile
- Capacity for innovation and/or translational research: generation of patents or transfer, clinical guides, participation in international consortia etc.
- Capacity to train degree and masters students, and technicians, supervision or co-supervision of theses, impact in training itinerary
- Leadership and generating funding: participation in projects as co-PI or PI, participation in collaboration projects, attracting HR funding at international level.
- Others: a) Active participation in organizational and management activities of the IGTP, b) organizational activities with international projection, c) capacity to provide return to civil society
- Internal Commission: reports and recommendations for the External Scientific Advisory Board for the R3 period.

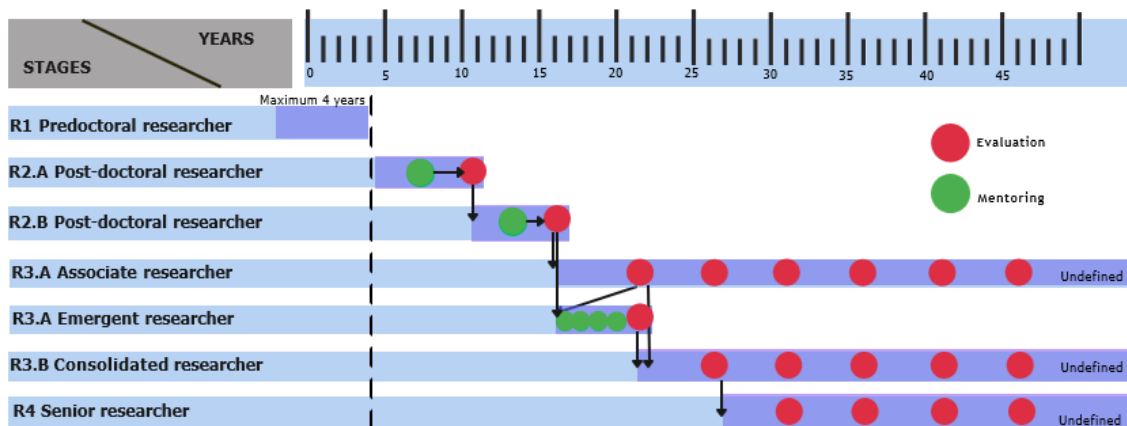
**Duration:** Indefinite

**Tasks:** In addition to the tasks of a consolidated researcher this is a phase of greater international recognition in various areas (ability to obtain funding, scientific production and the organization of scientific events etc and a greater responsibility in organizational activities and science management).

**Evaluation:** Evaluation every five years until the age of 60 in accordance with the Scientific Committee of the *Institut Català de Salut* (ICS), with possibility of a change of salary band.

## 5. CAREER PATHS AND TRANSITIONS BETWEEN STAGES

Figure 1. Diagram of the different transitions between the stages of the career path



## 6. RESEARCH EVALUATION CRITERIA AND SYSTEMS: MONITORING AND PROMOTION

### General aspects to consider

- The criteria for interruptions of career path for parental leave or illness, leaves of absence etc will be aligned with the European criteria and the labour regulations applied in each case:
  - For maternity, the track record considered can be extended by 18 months for each child born before or during the last ten years.
  - For paternity, the track record considered can be extended by the actual amount of paternity leave taken for each child born before or during the last ten years.
  - For long-term illness, clinical qualification or national service the track record considered can be extended by the amount of leave taken for each incident which occurred during the last ten years.
- These periods of leave will not mean a delay in the evaluations unless expressly requested by the candidate.
- The centre will guarantee a certain amount of flexibility in the change of professional category throughout the research career and always when the researcher passes the relevant evaluation.
- The centre will ensure that an annual calendar will be set up for the evaluating commissions, that it will always be the same and that all researchers will be given sufficient notice of the date.

### Follow-up and Promotion

























- The commissions for follow-up and promotion will have external and internal members (*ad hoc*).
- **Follow-up meetings with R2.A, R2.B and consolidated researchers (R3.B).** For postdoctoral researchers **R2.B** the centre will opt for follow-up and if it is the case, evaluation. In the case of **emerging research personnel** with Ramon y Cajal or Miguel Servet contracts an annual scientific follow-up meeting with specific preparation in line with the evaluation processes of the ISCIII and the ICS.
- In the case of researchers whose professional career has been carried out outside the IGTP the OTM-R (Open, Transparent, Merit-based Recruitment) category, process and commission must be certified in line with HSR4S requirements (HR, Directors etc) and, if necessary, their accreditation as R3.
- The general criteria for scientific evaluation include various parameters and should be aligned with the criteria of the ISCIII and the Scientific Committee of the ICS.
  - Scientific production
  - Leadership and obtention of resources
  - Capacity for training
  - Capacity for innovation/translation
  - Stays at other centres and international profile
  - RRI and impact on society

As well as the criteria mentioned, the IGTP will establish specific documents on follow-up and evaluation of research career to support this current document. These regulations will cover, on one hand the support research groups will receive during their consolidation until the leader reaches R4, and on the other hand the criteria, calendar and composition of the commissions set up for the evaluation and promotion of research staff, together with the accompanying salary tables.








**Table 2. Evaluation criteria for access to the different professional categories: mentoring, follow-up and promotion.**

ETAPA	Producción científica	Estancias y perfil internacional	Capacidad formativa	Liderazgo y captación de recursos	Capacidad de innovación y/o traslación	Otros	Expediente IGTP
<b>R1 Investigador Predoctoral</b>	Participación en artículos					Expediente académico Actividades de investigación	
<b>R2.A Investigador Post-doctoral</b>	Artículos como 1er autor y participaciones en congresos	Estancias fuera del laboratorio del PhD			Participación en patentes; capacidad traslacional		Comisión interna: evaluación de seguimiento
<b>R2.B Investigador Post-doctoral</b>	Artículos como 1er autor o correspond. Presentaciones congresos nacionales/internacionales	Estancias en otros centros	Grado, Máster y Técnicos		Participación en patentes; capacidad traslacional	Capacidad organizativa	Reportes anteriores
<b>R3.A Investigador asociado</b>	Artículos como 1er autor o correspond. Presentaciones congresos nacionales/internacionales	Estancias en otros centros y perfil internacional	Grado, Máster, Técnicos, Dirección o codirección de tesis, etc	Participación en proyectos como co-IP o IP; captación de ayudas para RRH	participación en patentes; capacidad traslacional	Participación en la organización del laboratorio, actividades científicas, actividades IGTP, experiencias técnicas altamente especializada	Reportes anteriores; recomendaciones ESAB; report
<b>R3.A Investigador emergente</b>	Artículos como último autor/ correspondencia; presentaciones en congresos nacionales / internacionales	Estancias en otros centros y perfil internacional	Grado, Máster, Técnicos, Dirección o codirección de tesis, etc	Participación en proyectos como IP, proyectos de colaboración y captación de ayudas para RRH	Generación / Participación en n patentes; capacidad traslacional	Presentación de un proyecto de línea de investigación y capacidad organizativa	Comisión Interna: Evaluación de seguimiento. Recomendaciones ESAB; report.
<b>R3.B Investigador consolidado</b>	Artículos como último autor/ correspondencia; presentaciones a congresos nacionales/internacionales; participación en la organización de los congresos	Perfil internacional	Dirección de tesis, masters, etc. Seguimiento de investigadores post-doctorales. Supervisión de investigadores asociados	Participación en proyectos nacionales e internacionales como IP, proyectos de colaboración y captación de ayudas para RRH	Generación de patentes; generación de spin-offs y capacidad traslacional	Responsabilidad en actividades organizativas en el IGTP	Recomendaciones ESAB; report.
<b>R4 Investigador senior</b>	Artículos como último autor/autor de correspondencia de alto impacto; presentaciones en congresos internacionales; organización de congresos internacionales	Perfil internacional	Idem R3.B; Evaluación del impacto de la trayectoria formativa	Participación en proyectos nacionales e internacionales como IP, proyectos de colaboración internacional y captación de ayudas para RRH a nivel internacional	Generación de patentes; generación de spin-offs, participación en consorcios internacionales y capacidad traslacional	Participación activa en las actividades organizativas del IGTP, tareas organizativas de proyección internacional. Capacidad de regreso a la sociedad	Reporte anteriores y recomendaciones a ESAB del periodo R3

**Table 3. Weighting of evaluation criteria according to category**

ETAPA	Comité	Periodicidad	Criterios de entrada en la categoría					
R1 Investigador Predoctoral	Externo universidad	Anual						
R2.A Investigador Post-doctoral	Comisión interna /escrito	---						
R2.B Investigador Post-doctoral	Comisión interna /escrito	---						
R3.A Investigador asociado	Comisión mixta	5 años						 Lab/IGTP
R3.A Investigador emergente	CCE / Comité evaluación ICS	5 años						 Institucionales
R3.B Investigador consolidado	CCE / Comité evaluación ICS	5 años + 3 años						 Institucionales
R4 Investigador senior	CCE / Comité evaluación ICS	5 años, hasta los 60 años						 Institucional de proyección Internacional

						
Producción científica	Estancias	Perfil Internacional	Capacidad formativa	Liderazgo y captación de recursos	Capacidad de innovación y/o traslación	Participación en actividades organizativas

## 7. PROPOSED SALARY TABLE FOR IGTP RESEARCH PERSONNEL ACCORDING TO CATEGORIES DEFINED IN THE RESEARCH CAREER POLICY

The IGTP salary tables will be updated with the Spanish Consumer Price Index (IPC for the Spanish initials) and will take into account the research career category and the experience of the researcher.

All positive evaluations (A) linked to a change of category should be accompanied by a revision and increase in conditions for the research personnel which has been previously evaluated by the management of the centre.

## 8. ANNEX 1

Evaluation process for established researchers  
Official document of the ICS translated from Catalan (2023)



## EVALUATION PROCESS FOR TENURED RESEARCHERS

Evaluation 2023

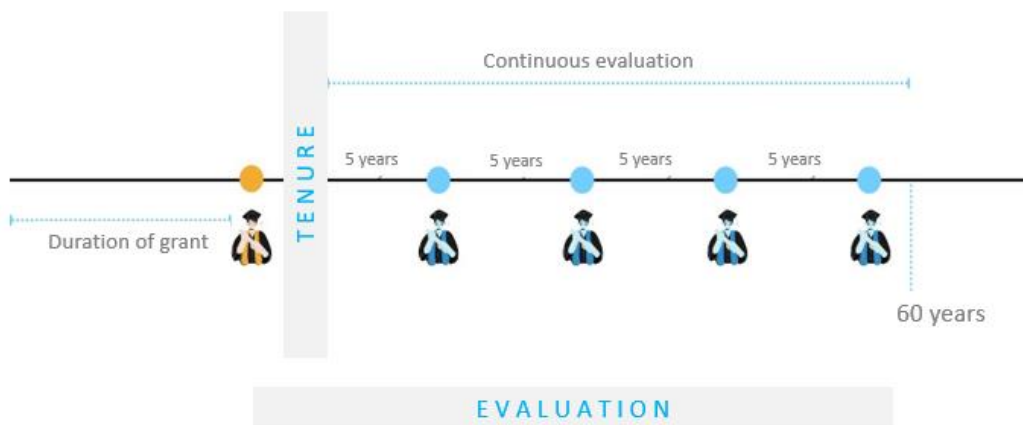
### Objective

The evaluation process for researchers aims to:

1. Guarantee scientific quality and strategic relevance of researchers on the tenure track, once their competitive grant has finished
2. Monitor the scientific evolution of tenure-track personnel
3. Assess the possible application of a researcher career path plan designed for all health research institutes affiliated to the ICS
4. Promote the continuous and periodic evaluation of research personnel

### Periodicity of Evaluations

Researchers tenured by ICS research institutes will be evaluated every five years until they are 60 years old. The first evaluation can be at the time the competitive grant finishes, or five years after the tenure according to the criteria of that particular institute.



### Evaluation Process and Documentation to Present

The evaluation process consists of an interview of 20 minutes and questions where the researcher carries out a critical analysis of their situation, production and future perspectives.

Prior to the interview each researcher, their head of area and the management of the institute must present:

The CVN (normalized CV) of the researcher for the last five years

The evaluation form for tenured researchers affiliated to ICS research institutes

A strategic assessment from the External Scientific Advisory Board

A strategic assessment from the directors of the institute

The evaluation process will be carried out in English and both the interview and the documentation must be in English.

After the interview each researcher receives a grade (A, B or C=) and if necessary a date for a re-evaluation of their candidature.

### Calendar 2023

- **28 de febrer de 2023:** Reception of documentation (each institute sends the documentation for the researchers to evaluate: form, CV and reports)
- **Al llarg del mes de març:** Interview
- **31 de març:** Resolution

### Evaluation Criteria

Technical scientific evaluation	Retrospective last 5 years <sup>1</sup> (20 points)	Inputs	<b>Obtention of resources:</b> ability of the researcher to obtain their own competitive and non-competitive funding as PI or collaborating partner
		Throughputs	<b>Internationalization and collaborative networks:</b> national or international collaborations, as leader, or not, stable or not; productive interactions: participation in national/international networks; capacity to internationalize; research stays abroad; membership of boards of international societies and editorial boards
			<b>RRI:</b> Experience in engagement activities, incorporation of patients/the public in the scientific process, collaborations with patients' associations, open access, gender perspective etc.
			<b>Training:</b> theses supervised, <i>TFM</i> and teaching
		Outputs	<b>Scientific production:</b> scientific production, impact and leadership of the same.
	Outcomes	<b>Knowledge Transfer:</b> participation in clinical guides for clinical practice, hospital protocols, implication in patents obtained and licences, participation in start-ups and/or spin-offs, evidence of causality/contribution to changes in clinical practice or policy thanks to the scientific activity of the researcher	
	Prospective (20 points)	Objectives and work programme	<b>Planning of researcher over the next 5 years:</b> Objectives, work programme, prevision of funding to be obtained, potential research impact etc.
Strategic evaluation	Strategy of institute (20 points)	Assessment of Scientific Advisory Board	Fit of researcher's work with the strategic plan of the institute
		Assessment of Director of Institute	General strategic assessment of the scientific evolution of the researcher at the institute

Each criterion is graded from 1-5 and the grading will be extrapolated according to the weighting established.

Depending on the grade, each researcher will receive a final qualitative assessment:

- When the grade of one of the evaluations (retrospective technical-scientific, prospective technical-scientific or strategic) is not above 50%, the researcher will receive a C.

<sup>1</sup> The five-year evaluation period will be lengthened with there has been an adequately justified halt in research activity or illness or parental

- When the grade for each evaluation (retrospective technical-scientific, prospective technical-scientific or strategic) is over 75% of the grade, the researcher will receive an A.
- In all other cases, when the grade in each evaluation (retrospective technical-scientific, prospective technical-scientific or strategic) is above 50%, but does not reach 75% the researcher will receive a B.

### **Results of the Evaluation**

Depending on the results of the evaluation and by analogy in line with the ICS professional career grades the evaluation of tenured researchers will allow them to change grade if the evaluation is favourable. Thus:

- A qualitative evaluation of A allows a raise to a new grade in accord with the institute
- A qualitative evaluation of B maintains the researcher at the same grade
- A qualitative evaluation of C requires one of the following solutions:
  - Re-evaluation after two years
  - When the C has been caused by the strategic evaluation, a solution involving the mobility of the researcher (in a maximum of 6 months, as contemplated in the contracts of tenured Miguel Servet researchers)
  - After two consecutive Cs, the cessation of the contract will be negotiated (in a time frame of 6 months)

### **Evaluating Committee**

The evaluation committee will evaluate the researches who finish the five-year period each natural year.

The committee will be made up of three to four directors of research institutes affiliated to the ICS and its composition will be decided beforehand by the Scientific Council of the ICS. To avoid conflict of interest the director of the institute of the researcher to be evaluated cannot form part of the evaluating committee. The committee will be chaired by a representative of the Office for the Support of Innovation in Research of the ICS.