

Selection & Recruitment Policy

For an **O**pen, **T**ransparent and **M**erit-based **R**ecruitment of
Researchers

Version 2 - 2026

HR Excellence in Research



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INTRODUCTION

Open, Transparent and Merit-Based Recruitment (OTM-R) is a key principle of the [European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers](#), within the framework of the [European Commission's Human Resources Strategy for Researchers \(HRS4R\)](#). OTM-R promotes fair, transparent and equitable recruitment processes, ensuring that candidates are assessed according to clear, objective and merit-based criteria, while promoting equal opportunities and preventing discrimination and bias throughout the selection process.

In this context, VHIO is committed to ensuring that its recruitment and selection processes are open, transparent, fair and based on merit. The Institute promotes equal opportunities and treatment for all candidates, regardless of gender, age, nationality, ethnicity, disability, sexual orientation, religion or any other personal or social circumstance, in accordance with applicable legislation and VHIO's institutional policies on equality, diversity and non-discrimination. As an institution dedicated to excellence in biomedical research, VHIO recognizes that attracting and selecting highly qualified and diverse professionals is essential to achieving its scientific mission and contributing to the advancement of cancer research and patient care.

The OTM-R Policy will be regularly reviewed and updated to ensure its continued alignment with the principles of the European Charter for Researchers, the HRS4R framework, applicable legislation and evolving best practices in recruitment and selection.

Scope

This policy applies to all recruitment and selection processes at the Vall d'Hebron Institute of Oncology (VHIO), covering all positions and vacancies, including research and non-research positions.

Depending on the type of position and recruitment route, vacancies at VHIO are managed through three different recruitment pathways:

- **Development and Talent Unit:** responsible for the recruitment and selection of research and non-research positions that are not filled through specific competitive calls. These processes are managed through the VHIO recruitment platform, TeamTailor.
- **VHIO Academy:** responsible for the recruitment and selection processes carried out through specific competitive calls for PhD students, postdoctoral researchers, and undergraduate & master

students who wish to conduct research practices at VHIO. These calls are managed through the corresponding VHIO Academy procedures and platforms.

- **Scientific Management Area:** responsible for the recruitment and selection of Group Leaders, which follows a specific process adapted to the requirements of these positions.

Although the procedures, responsibilities and recruitment tools may differ depending on the type of position and recruitment pathway, the processes at VHIO are conducted in accordance with the principles of Open, Transparent and Merit-Based Recruitment (OTM-R), as established by the European Charter for Researchers and the HRS4R framework.

Responsibilities

- **Hiring Managers¹:** Responsible for defining the needs and requirements of the position and for participating in the assessment and selection of candidates. They are expected to conduct recruitment and selection processes in accordance with the principles established in this OTM-R Policy and to ensure that candidates are assessed against objective, transparent and merit-based criteria.
- **Recruitment and Selection Units:** The Development and Talent Unit, VHIO Academy and the Scientific Management Unit are responsible for coordinating and supporting recruitment and selection processes within their respective areas. They provide guidance to Hiring Managers and other stakeholders involved in the process, ensure the appropriate application of recruitment procedures and tools, and contribute to monitoring compliance with the principles established in this OTM-R Policy.
- **Labour Relations Unit:** Responsible for managing the contracting process following the selection of the candidate, ensuring that the employment relationship and contractual conditions comply with this OTM-R Policy, applicable Spanish and Catalan legislation, and the VHIO Collective Agreement.

¹ "Hiring Manager" refers to the person who is authorised to select and hire staff for their team. It includes Group Leaders, Principal Investigators/Heads/Independent Fellows with funding to recruit for specific projects, Core Facility Heads, Administration Heads, Administrative Director and Director. In addition, other positions can serve as Hiring Manager with the previous approval from their direct supervisor.

RECRUITING

Definition of Position - Applies to all types of positions.

The recruitment process begins with the definition of the position and the preparation of the corresponding Job Description (JD).

The JD should be prepared using the standard templates developed by the Development and Talent Unit and provided in the three official working languages of VHIO: Catalan, Spanish and English, reflecting the Institute's multilingual environment.

When a JD already exists for a position that has previously been filled internally, it may be reviewed and updated to ensure that the requirements, responsibilities and other relevant information accurately reflect the current needs of the position.

Job descriptions are an important part of the recruitment and selection process. A job description ensures that Hiring Managers are clear about the nature of the job to be filled and that applicants/employees understand the objectives, duties and responsibilities of the job. It also provides a basis for measurement of job performance.

In drawing up the job description VHIO will ensure that no job applicant receives less favorable treatment than another on the grounds of disability, gender, race, religion or belief, age, sexual orientation, marital status, parental status, caring responsibilities or hours of work, and that no applicant is placed at a disadvantage unjustifiably by requirements or conditions which have a disproportionately adverse effect on a particular group. An even mix of terms that research has identified as being feminine or masculine should be used to create a balanced, unbiased job description.

Selection Committee

- The Selection Committee should be constituted at the beginning of the recruitment process.
- The members of this Committee may vary depending on the type of profile being recruited.
- The Committee should consist of a minimum of three members:
 - Committee Chair: this will usually be the Head of Unit/Area, the Group Leader (GL) who is hiring or the person delegated by the (GL). In case of doubt on the part of the Committee Chair, you can consult HR before formalising the group.

- Committee Liaison: this will usually be someone from HR or someone appointed by HR. This member ensures that the recruitment process is carried out according to all legal and ethical principles mentioned in this Policy.
- Third member: Applies in some cases, when an extra point of view is necessary.

Development and Talent Unit – *Structure and research support offers*

Position Approval

For new research support and non-research positions, once the Job Description has been prepared or reviewed, the position must be formally validated before the recruitment process can proceed.

The Labour Relations Unit and the Finance Unit are responsible for validating the position from an employment and financial perspective.

The **Labour Relations Unit** verifies that:

- an available position is in place for the requested recruitment;
- suitable physical space is available for the new employee;
- the proposed employment conditions are appropriate and comply with the applicable regulations and internal requirements.

The **Finance Unit** verifies that sufficient funding is available to support the recruitment. Depending on the source of funding:

- Where the position is funded through a **research project or grant**, the **Research Coordination and Innovation Area (RCIA)** verifies that sufficient funds are available within the corresponding funding source.
- Where the position is funded through **institutional/structural funding**, **Management** validates the availability of the necessary funds for the recruitment.

Recruitment may proceed once the relevant validations have been completed and the position has been approved.

Once the JD has been prepared and the position has received the required approvals, the Development and Talent Unit prepares and publishes the job vacancy through the VHIO recruitment platform, TeamTailor.

The job advertisement includes, as a minimum:

- Position title
- Internal reference code

- Application deadline
- Description of the research group or organizational unit in which the position is located
- Main responsibilities and tasks
- Required qualifications, skills and experience
- Employment conditions
- Benefits offered by VHIO
- Funding information, only when necessary

Dissemination of vacancies

Once a vacancy is published on TeamTailor, it is automatically disseminated through the recruitment channels integrated with the platform, including LinkedIn, Google Jobs, Indeed, Glassdoor and Jooble.

Research-related vacancies are also manually published on EURAXESS, including a direct link to the corresponding TeamTailor vacancy. Candidates are therefore directed to TeamTailor to submit their applications, ensuring that all applications are received and managed through a single platform.

This approach centralizes all applications and provides a consistent and traceable recruitment process, regardless of the channel through which candidates have accessed the vacancy.

Candidate communication and application management

TeamTailor also supports the automation of several stages of the recruitment process and facilitates communication with candidates.

Upon submission of an application, candidates automatically receive a confirmation message prepared by the Development and Talent Unit, acknowledging receipt of their application and informing them that they will be contacted should there be any updates regarding their candidacy.

The platform also provides a direct communication tool that allows the recruitment team to contact candidates through an integrated chat.

Candidates who are not selected to progress in the recruitment process receive an automated notification prepared by the Development and Talent Unit informing them that their application will not proceed further.

Candidates who progress in the selection process are kept informed of the status and next steps of their application. Where appropriate, communication with shortlisted candidates is also carried out by telephone to provide more direct and personalized follow-up.

Candidate Selection

Once applications have been reviewed and the candidates whose profiles best match the requirements of the position have been identified, the selection process continues in accordance with the principles established in this OTM-R Policy.

The Development and Talent Unit conducts an initial telephone screening with the shortlisted candidates. The purpose of this interview is to provide candidates with further information about the position and VHIO, clarify relevant aspects of the role and gain a better understanding of their experience, skills and motivation.

Following each telephone interview, the Development and Talent Unit records a summary of the relevant information discussed during the interview. This information is made available to the Hiring Manager to support the next stage of the selection process.

Based on the candidates' profiles and the information gathered during the telephone interviews, the Hiring Manager selects approximately three to four candidates to proceed to the next stage.

The selected candidates are invited to an interview with the Hiring Manager, which may be conducted either online or in person. The interview is conducted by the Hiring Manager together with either a member of the relevant team or a representative of the Development and Talent Unit.

Additional tests (technical and transferable skills), the latter assessed via tailored tools such as PerformanSe² may be assigned before or after conducting face-to-face interviews to complement the final decision, but they won't be in any case the sole reason to discard a candidate.

Final Selection and Process Closure

Following the completion of the interviews, the Hiring Manager selects the candidate whose profile best meets the requirements of the position, based on the assessment carried out throughout the selection process.

² PerformanSe is a scientifically validated psychometric assessment platform based on the Big Five personality framework and certified under ISO 10667-2. The tool enables the configuration of customized behavioral and competency benchmarks tailored to the specific demands, responsibilities, and working environment of each vacancy. This ensures a more objective, context-specific assessment of work-related competencies, mitigating cognitive bias and serving as an evidence-based complement to structured interviews.

Once the final candidate has been identified, the Hiring Manager contacts the Labour Relations Unit to define and validate the proposed employment conditions, particularly the salary. The Labour Relations Unit reviews the proposed salary level and employment category to ensure that they are appropriate and consistent with VHIO's salary scale policy and applicable requirements.

Once the employment conditions have been validated, the Development and Talent Unit contacts the selected candidate by telephone to communicate the decision and discuss the proposed conditions. Once the candidate accepts the offer, the agreed employment conditions are formally confirmed in writing.

Candidates who have participated in the selection process but have not been selected are informed of the outcome through an automated communication sent via TeamTailor.

VHIO Academy Department - Research Calls

The VHIO Academy (Biomedical Research Excellence Unit & Clinical Research Excellence & Research Culture) is responsible for coordinating, supporting, and managing competitive calls for early-career researchers and trainees across different career stages, including undergraduate students, master's students, doctoral candidates, and postdoctoral researchers. These programmes include, among others, the *Summer Internship Programme*, the *International Master Internship Programme*, the *Fundació La Pedrera – VHIO MD-PhD Fellowships*, the *VHIO International PhD Fellowship Programme*, and the *Marie Skłodowska-Curie COFUND VIDA Postdoctoral Programme*.

Given that competitive recruitment within the VHIO Academy operates through specific calls, each call has its own established regulations and published guidelines (*Call Texts*, *Guides for Applicants*, and *Guides for Evaluators*). The VHIO Academy ensures that all selection procedures strictly align with the global principles of Open, Transparent, and Merit-Based Recruitment (OTM-R), equal opportunities, non-discrimination, and the standards established by the European Charter for Researchers and the HRS4R framework.

To avoid duplicating specific operational details contained within each individual call document, the overarching principles, workflows, and transparency standards governing all VHIO Academy competitive calls are outlined below.

Call Announcement and Public Dissemination

Every competitive call managed by the VHIO Academy is officially launched through an open and public announcement. Calls are broadly advertised across multiple platforms, including the official VHIO website, international portals such as EURAXESS, scientific networks, partner institutions, and social media channels.

At the time of launch, complete call documentation is made publicly accessible to all potential applicants. This documentation clearly defines:

- Eligibility criteria (e.g., academic background, professional experience, mobility rules, and language requirements).
- The detailed selection timeline, key milestones, and application deadlines.
- Application guidelines and required supporting documents (e.g., CV, transcripts, research statements, reference letters).
- Explicit evaluation criteria, selection stages, and their respective scoring weights.
- Appointment conditions, research/training funds, mobility allowances, and contractual rights.

Application Management and Administrative Eligibility Check

All applications must be submitted online via VHIO's dedicated application portals before the specified deadline.

Following the closing date, the VHIO Academy conducts a formal **Administrative Eligibility Check (Phase 1)** for all submitted proposals. This phase verifies compliance with formal requirements, including degree completion, transnational mobility rules, language proficiency, and complete documentation.

- Applications that do not meet the eligibility criteria are formally declared ineligible and withdrawn from the process.
- Candidates whose applications move forward or require administrative clarification are contacted by the VHIO Academy.

Evaluation Committees, Merit-Based Selection, and Bias Mitigation

To guarantee objective, independent, and merit-based assessments, the evaluation process is structured around external or multi-member selection panels:

- **Evaluation Committees:** Depending on the call type, applications reaching the scientific assessment stage are peer-reviewed by

independent Selection Committees or Remote Evaluation Committees (REC). These committees comprise internal clinical/scientific experts or external international reviewers with relevant expertise and an appropriate gender balance.

- **Conflict of Interest and Confidentiality:** Evaluators must sign a formal declaration confirming confidentiality and the absence of any conflict of interest (such as shared publications, joint projects, or close personal/academic relationships). If a conflict of interest arises, the application is reassigned to a different evaluator. For specific programmes (such as postdoctoral fellowships), prospective host supervisors are strictly prohibited from participating in evaluation committees to prevent bias and ensure ethical standards.
- **Merit-Based Criteria and Qualitative Assessment:** Candidate evaluation is conducted using standardized, transparent criteria (for detailed evaluation rubrics and stage weightings, see **Annex 1 and Annex 2**). In alignment with DORA principles and the European Charter for Researchers, assessment focuses on overall scientific quality, research potential, motivation, transferable skills, and interdisciplinary experience, rather than solely on bibliometrics. Career breaks (e.g., maternity/paternity leave, illness, or caregiving duties) are recognized as natural career evolutions and are not penalized.
- **Interviews:** Shortlisted candidates are invited to structured oral interviews (conducted in person or remotely) before a Selection Panel. Interviews evaluate candidate background, research proposal presentation, scientific vision, and communication skills.

Decision Communication, Candidate Feedback, and Redress Procedure

- **Notification of Results:** All applicants receive formal written notification via email regarding the outcome of their application.
- **Individual Evaluation Feedback:** For multi-stage doctoral and postdoctoral calls, candidates who participate in evaluation/interview stages receive an Evaluation Summary Report containing qualitative feedback, outlining the main strengths and areas for improvement identified by the evaluators.
- **Reserve Lists:** Highly qualified candidates who pass the evaluation threshold but cannot be funded immediately due to capacity limits are placed on a Reserve List to cover potential withdrawals or additional funding availability.
- **Redress Procedure:** To ensure legal certainty and process integrity, applicants who suspect procedural errors or shortcomings during the

eligibility check or evaluation phase may request a formal Redress Procedure. The redress request is reviewed administratively without reassessing scientific judgment.

Scientific Management Area – Group Leaders

Identification of Recruitment Needs and Strategic Fit

The initiation of a Group Leader recruitment procedure arises from VHIO's strategic need to incorporate top-tier research talent in key biomedical areas. This process aims to launch new pioneering research lines, bolster existing translational cancer research programs, or address institutional turnover.

Prior to publication, a comprehensive Job Description / Vacancy Announcement is produced by VHIO's Internal Scientific Committee, Management and Development & Talent. This document outlines:

- **Institutional Context:** Overview of VHIO, its state-of-the-art core facilities, clinical integration within the Vall d'Hebron University Hospital campus, and research ecosystem.
- **Candidate Profile & Eligibility:** Key academic achievements, doctoral degree requirement, post-doctoral track record, leadership potential, and scientific expectations.
- **Application Package Requirements:** Clear instructions are specified in TeamTailor before applying:
 1. Motivation/Cover Letter.
 2. Full Curriculum Vitae detailing academic training, appointment history, peer-reviewed publications, competitive grant funding track record, patents/technology transfer, and supervision experience.
 3. Independent Research Proposal describing short- and long-term scientific objectives, translational potential, and alignment with VHIO's mission.
 4. Contact details of professional referees and/or mentors.
- **Employment & Onboarding Conditions:** Information regarding the nature of the position, estimated starting package, access to core facilities, and working conditions.

Open Announcement and International Dissemination

To guarantee a wide, diverse, and international applicant pool, all Group Leader vacancies are advertised through a multi-channel recruitment campaign for a minimum period of 90 days.

Publishing channels include:

Official VHIO public website and VHIO Career Portal (Teamtailor), EURAXESS, Target advertising in high-impact scientific journals, international oncology societies, professional association bulletin boards, and official corporate social media channels (LinkedIn)

Initial Evaluation of Merits and Capabilities

Following the deadline for application submission, the candidate evaluation process is initiated. Given the high degree of scientific specialization required for Group Leader positions, VHIO's Internal Scientific Committee leads this first evaluation phase to review and shortlist applications.

This initial evaluation phase comprises two main checks:

- **Administrative Eligibility Verification:** A formal review confirms that applications meet all mandatory requirements set out in the vacancy announcement (e.g., holding a PhD degree, submitting all required documentation, and adhering to the deadline). Incomplete or non-compliant applications are formally declared ineligible and excluded from the selection process
- **Scientific Assessment and Shortlisting:** A more specific and detailed review of the candidates is based on the following statements:
 1. Scientific Track Record & Publications: Quality and impact of peer-reviewed scientific publications in specialized journals, prioritizing qualitative contributions over pure bibliometric metrics.
 2. Grant Acquisition & Funding Capacity: Proven capability to secure competitive research funding, grants, and external resources.
 3. Clinical Translation & Innovation Potential: Potential for clinical translation, technology transfer, or generating high-impact diagnostic and therapeutic applications in oncology.
 4. Strategic Fit & Complementarity: Alignment with VHIO's scientific mission, complementarity with existing research lines, and/or capacity to establish a new high-priority research area.

In alignment with European HRS4R standards, this evaluation explicitly values **international and intersectoral mobility** and **does not penalize career breaks** (e.g., parental leave, caregiving responsibilities, or medical leave).

Interview Process and Final Selection

Candidates shortlisted during Phase 1 progress to the final selection stage, which combines a rigorous multidimensional evaluation, structured interviews, technical and logistical alignment, and scientific ratification by VHIO's bodies.

Internal Scientific Committee (CCI) – Composition and Governance

The Internal Scientific Committee (*Comité Científico Interno – CCI*) is a permanent scientific governance body at VHIO responsible for supporting the coordination and strategic planning of the Institute's scientific activity, promoting the development of its scientific community, and contributing to institutional scientific decision-making.

Within the recruitment and selection of Principal Investigators / Group Leaders, the CCI plays a central role in the scientific assessment of shortlisted candidates and in the final selection process.

The Committee is currently composed as follows:

Member	Position / Scientific Role
Josep Tabernero – MD, PhD	Director of VHIO
Enriqueta Felip – MD, PhD	Co-Director, Clinical Research Program; Head, Thoracic Tumors Group
Elena Garralda – MD, PhD	Co-Director, Clinical Research Program; Director, Research Unit for Molecular Therapy of Cancer (UITM) – CaixaResearch
Marcos Malumbres – PhD	Director, Systems Oncology Program; Head, Cell Cycle and Cancer Group
Paolo G. Nuciforo – PhD	Head, Molecular Oncology Group
Joan Seoane – PhD	Director, Tumor Immunology and Microenvironment Program; Head, Gene Expression and Cancer Laboratory
Laura Soucek – PhD	Director, Experimental Therapeutics Program; Head, Models of Cancer Therapies Group
Francesc Bosch – MD, PhD	Co-Director, Clinical Research Program; Experimental Hematology Group
Alejandro Piris – PhD	VHIO Chief Scientific Officer
Javier Carmona – PhD	Head of Scientific Strategy Unit
Carles Constante	Managing Director of the Vall d'Hebron Institute of Oncology (VHIO)

The composition of the CCI brings together different scientific programmes, areas of expertise and institutional perspectives, supporting a multidisciplinary assessment of candidates. Its composition seeks to maintain an appropriate balance in terms of gender representation, scientific expertise and international research experience, in line with VHIO's commitment to fair, inclusive and merit-based recruitment.

Depending on the profile and expertise required for each recruitment process, additional internal or external scientific experts may be invited to participate in the evaluation. This allows the assessment panel to incorporate the most relevant expertise for each position while ensuring a fair and transparent evaluation process. Any potential conflicts of interest are identified and appropriately managed before the assessment begins.

The composition of the CCI and the roles of its members are publicly available on the VHIO website and updated as necessary to reflect organisational changes.

Evaluation Committee Structure & Preparation

The final selection phase is managed by VHIO's Internal Scientific Committee (Comité Científico Interno - CCI), prior to candidate interviews, the CCI convenes to review shortlisted application packages, agree on standardized assessment criteria, and define structured interview protocols. To eliminate unconscious bias and ensure equity, all candidates undergo a consistent evaluation format combining competency-based, scientific, and strategic questions.

On-Site / Virtual Interview Proceedings

Shortlisted candidates are invited to participate in a comprehensive, structured evaluation visit (conducted in person or via high-definition videoconferencing to accommodate international mobility). The visit comprises three main components:

1. **Scientific Presentation and Research Defense:** The candidate delivers a formal scientific seminar to members of the CCI and the VHIO research community, presenting their scientific trajectory, key discoveries, and independent research project proposal for VHIO.
2. **Peer & Complementarity Meetings:** Dedicated individual and group sessions are organized with selected VHIO Principal Investigators and Group Leaders to evaluate scientific synergies, potential cross-collaborations, and institutional fit.
3. **Operational, Infrastructural, and Financial Discussions:** Meetings with the Internal Scientific Committee and General Management to address logistics and operational feasibility, including starting packages, dedicated laboratory space, core facility requirements (e.g., animal facility capacity, single-cell platforms, clinical trial access), staff projection, and estimated onboarding timelines.

Scoring, Consensus, and Unsuccessful Calls

- **Merit-Based Assessment & Scoring:** Evaluators assess candidates using standardized scorecards based on predefined criteria; Excellence of the CV: Scientific publications and relevance (citations, impact factor, etc), presentations at conferences, patents granted or licensed, awards and competitive projects granted. Research Proposal: Originality, innovation and potential impact of the scientific proposal. Suitability of the Candidate: Alignment and complementarity with VHIO research lines and the scientific strategic plan. Mentorship Experience: Supervision of PhD/master students (See **Annex 3**).
- **Consensus Decision:** Following the interview proceedings, the CCI deliberates internally to reach a consensus on the candidate who best meets the criteria for scientific excellence, translational impact, and strategic alignment with VHIO's mission.
- **Deserted Vacancies:** If the evaluation panel concludes that no candidate meets the required thresholds of scientific excellence and strategic fit, the vacancy is formally declared deserted (*deserted call*), and a new recruitment process may be re-initiated.

Scientific Advisory Board (SAB) Ratification

To maintain the highest international standards of scientific governance, all proposed incorporations of new Group Leaders, whether from external recruitment campaigns or internal promotions, are submitted to the members of VHIO's External Scientific Advisory Board (SAB) for review and scientific ratification.

The members of the Assessor Scientific Committee (CCA - Consejo Científico Asesor) are the following ones:

Member	Position / Scientific Role
Andrés Cervantes - MD, PhD (Chair)	Professor of Medicine, University of Valencia. Head of the Medical Oncology Department, University Hospital in Valencia, Spain. Director, Cancer Area; Director Institute of Health Research INCLIVA, President Elect of ESMO.
Fortunato Ciardiello - MD, PhD	Dean of Medical Oncology, Chief Division of Medical Oncology, Università degli Studi della Campania Luigi Vanvitelli, Naples, Italy
Nuria López-Bigas - PhD	Head of Biomedical Genomics Research Group at Institute for Research Biomedicine (IRB). ICREA Research Professor, UPF Assistant Professor.
Eric Solary - MD, PhD	Professor at Université Paris-Saclay, France. Former Scientific Director of Gustave Roussy Cancer Center, France. Former president of the Scientific Committee of Fondation ARC
Caroline Dive - PhD	Senior Group Leader at the CRUK Manchester Institute and Professor of Pharmacology at The University of Manchester. Director of Cancer Research UK Manchester Institute Biomarker Science Center.

Marie Arsenian-Henriksson - PhD	Professor of Molecular Tumor Biology at the Karolinska Institute (KI), Sweden. Former Department Head at the Department of Microbiology, Tumor, and Cell Biology (MTC) at KI. Guest Professor at Lund University.
Maria Ángela Nieto - PhD	Professor at Institute of Neurosciences (CSIC-UMH) in Alicante. President of the International Society of Developmental Biology (ISDB), Vicechair of the European Molecular Biology Laboratory (EMBL) Council, scientific delegate for Spain at EMBL and EMBC Councils and Member of CSIC advisory Science & Technology Committee.

Candidate Communication and Feedback Rights

In compliance with OTM-R transparency principles, all interviewed candidates are formally notified of the final outcome of the selection process. Candidates may contact VHIO by email or telephone to request further information regarding the outcome of their application. Upon request, interviewed candidates are provided with constructive and qualitative feedback based on the information and assessments collected throughout the selection process, including relevant strengths and areas for improvement identified during the evaluation and interview stages.

Records and relevant assessment information generated during the selection process are appropriately documented and retained by VHIO, for a period of two months following the completion of the selection process, ensuring traceability of the evaluation process and supporting the provision of consistent and evidence-based feedback to candidates.

Annex

Annex 1 - Vida Call: Remote Evaluators Scorecard

Criteria	Description	Weight
<u>Research and working experience</u>	Participation in projects	30 %
	Publications	
	Attendance to conferences and events	
	Research skills and competences	
	Technology transfer activities and patents	
	Motivation & Support letters	
<u>Other</u>	Mobility (research stays)	10 %
	Supervision and mentoring	
	Public awareness	
	Non-academic/Industrial experience	
	Suitability of the profile to the programme	
<u>Total Score</u>		40 %

Annex 2 - Vida Call: Interview Scorecard

Criteria	Description	Weighting
<u>Research proposal</u>	Description, innovative aspects, alignment with programme thematic areas, work plan and expected results.	30%
<u>Interview</u>	Research skills: Scientific excellence, level of independence, motivation and potential as a future lead researcher, scientific quality of the presentation and answers during the Q&A session	15%
	Interpersonal skills: Professional attitude, team player, reliability & motivation	10%
	Communication skills: English skills and oral communication	5%
<u>Total Score</u>		60%

Annex 3 – GL Selection Scorecard

Criteria	Weight ³	Score	Observations
<u>Excellence of the CV:</u> Scientific publications and relevance (citations, impact factor, etc), presentations at conferences, patents granted or licensed, awards and competitive projects granted.	%		
<u>Research Proposal:</u> Originality, innovation and potential impact of the scientific proposal.	%		
<u>Suitability of the Candidate:</u> Alignment and complementarity with VHIO research lines and the scientific strategic plan.	%		
<u>Mentorship Experience:</u> Supervision of PhD/master students	%		

Score	Interpretation
1	Very weak evidence; response is vague, irrelevant or concerning
2	Limited evidence; some relevant elements but important gaps
3	Acceptable evidence; meets the basic requirements
4	Strong evidence; clear, relevant and well supported
5	Excellent evidence; highly specific, reflective, strategic and convincing

³ The weight assigned to each criterion will be defined for each specific position, and all candidates participating in the selection process will be assessed using the same scorecard.