

Regulations on the provision of vacancies, research career, and internal promotion of permanent staff at the ICAC

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Incorporates the amendments for corrections approved by the ICAC Management Council

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Presentation

Since the year 2004, when the first regulation on the definition of job positions for management and research support staff, as well as scientific and technical personnel at ICAC, was approved, the Institute has enacted regulations and made agreements as it has grown. Currently, there is a comprehensive regulatory framework that encompasses everything from job classifications to gender issues, including relevant topics such as employment contracts, work schedule regulations, vacations, and permits.

This activity has been carried out in collaboration with employee representatives from the moment of their election. One aspect that has yet to be addressed and is necessary to tackle is related to the mobility and promotion of permanent staff at ICAC, especially concerning the research career.

The Workers' Statute establishes the general criteria for professional promotion and worker mobility. Additionally, Article 19 of Royal Legislative Decree 5/2015, of October 30, which approves the revised text of the Basic Statute of Public Employees, states that labor personnel have the right to professional development and promotion, and that these rights are realized through the procedures outlined in the Workers' Statute or collective agreements. Currently, our reference agreement, pending a specific one for the field of public research, is that of Offices and Offices, which in Article 17.5 already authorizes entities to determine promotion rules based on objective criteria of merit and capacity. Articles 16 and 17 regulate the general criteria for functional mobility and promotion.

The regulations presented below address three key aspects of the promotion and mobility of permanent staff at the ICAC: the provision of vacancies, the research career, and the internal promotion of non-research staff.

CHAPTER 1. Provision of Vacancies

Article 1. Provision of Vacancies

- 1.1. Permanent staff at ICAC have the right to mobility and to participate in competitions for the provision of vacancies. However, it is necessary to distinguish between research staff who will follow the research career and the rest of the personnel who will follow this general norm.
- 1.2. Competitions for the provision of vacancies must ensure strict compliance with the constitutional principles of merit, capacity, and equality, as well as publicity.
- 1.3. The authority to call and resolve the competition for the provision of vacancies lies with the director.
- 1.4. The provision of vacancies will be carried out according to the following order:
 - 1.4.1 Internal transfer competition for the provision of vacancies.
 - 1.4.2 Internal competition for the reintegration of staff on leave.
 - 1.4.3 Open competition for new entries.

Article 2. Temporary Assignment to Occupy a Position

- 2.1. The director may temporarily assign the occupation of a vacant position to a permanent active staff member of the Institute who meets the requirements for the position, and they will occupy it until the vacancy is filled.
- 2.2. This assignment may not last more than 6 months, and the individual will be entitled to receive a temporary personal supplement, which will be the difference between the compensation for the new position and their current position. If the temporary position is at the same or a lower salary level than their current position, the staff member will maintain their previous salary level prior to the assignment. In any case, what is established in Article 39.3 of the Workers' Statute, which regulates functional mobility, will be taken into account.

Article 3. Internal Competition

- 3.1. Permanent active staff members have the right to participate in internal transfer competitions for the provision of vacancies. However, they must have at least two years of experience in their current position prior to the competition. Staff members who are on voluntary leave will also have the right to participate.
- 3.2. Once the internal transfer competition has been resolved among the active permanent staff who participated, if there are any remaining vacant positions, the competition for the reintegration of staff on leave who applied will be processed.
- 3.3. Internal transfer competitions for the provision of vacant positions will take place before the approval of the public employment offer, which precedes the open competition for new entries.
- 3.4. The merit competition will be the procedure followed in internal transfer competitions for the provision of vacancies. The announcement of this competition will include the requirements established in the job classification for each vacant position, as well as the evaluation criteria and scoring systems to assess the candidates.

- 3.5. The procedure and evaluation of candidates will be specified in the corresponding announcement and will follow the same guidelines outlined in ICAC Recruitment Principles for the provision of permanent positions. Applications that do not obtain a total score of 60 points or more will not be selected.
- 3.6. The evaluation of different merits will be carried out according to the scoring system established in the corresponding announcement, aiming to assign positions to the most suitable candidates for their development. In this regard, particular attention should be given to merits relevant to the position:
 - 3.6.1. Academic qualifications
 - 3.6.2. Professional skills and experience
 - 3.6.3. Training and professional development
 - 3.6.4. Seniority and performance.
- 3.7. The announcement may also include interviews for the candidates. In evaluating the interviewed candidates, in addition to their curriculum merits, their autonomy, initiative, independent thinking capacity, ability to acquire new knowledge, and leadership skills will be assessed.
- 3.8. In the event of a tie in the scores of two or more candidates, preference will be given to the candidate occupying a position of the same category and, if applicable, specialty. If the tie persists, the position will be awarded to the candidate with more years of service in the position of the same category and, if applicable, specialty.
- 3.9. Once a change of destination has been obtained through participation in the transfer competition, a new request cannot be submitted until two years of effective work have passed. In special cases, shorter periods may be established, but the director must present a reasoned proposal justifying the necessity to the Management Council, which must approve it. Prior to this, the proposal must be communicated to the employee representatives.

Article 4. Open Competition

- 4.1. The access of new personnel to fill vacancies that remain unfilled after the internal competition will be conducted in accordance with the public employment offer, which must be approved prior to the specific announcements for covering positions on a temporary or permanent basis. These announcements will follow the provisions established in the relevant regulations and ICAC Recruitment Principles.

CHAPTER 2. Research Career

Article 5. General Characteristics of the Research Career at ICAC

- 5.1. The nature of ICAC requires special attention to the development and promotion of research staff. This follows a career path that is aligned with the standards established in European research (Euraxess) and the Spanish regulations set forth in Law 14/2011, of June 1, on Science, Technology, and Innovation, among others. Additionally, the Catalan system of research centers (CERCA), to which the Institute belongs, aims to promote excellence in the activities of research personnel. Therefore, the development of the research career, with its continuous evaluations and milestones to achieve, necessitates a specific and differentiated framework within these regulations.

Article 6. Annex on the Foundations of the Research Career

- 6.1. Attached to this regulation are the Foundations of the Research Career at ICAC, which are organized into the following sections:
- 6.1.1. Foundations of the Research Career at ICAC.
 - 6.1.2. The Four Stages of the Research Career at ICAC.
 - 6.1.3. Definition.
 - 6.1.4. Evaluation and Promotion of Research Personnel.
 - 6.1.5. Final Considerations.

CHAPTER 3. Internal Promotion of Non-Research Staff

Article 7. Internal Promotion of Non-Research Staff

- 7.1. Permanent non-research staff at ICAC have the right to internal promotion, which involves facilitating access to positions of greater responsibility and remuneration.
- 7.2. Modes of Internal Promotion:
- 7.2.1 Horizontal Internal Promotion.
 - 7.2.2 Vertical Internal Promotion.
- 7.3. To be eligible for internal promotion, the staff member must have a minimum of two years of active service in the position from which they are being promoted.

Article 8. Horizontal Internal Promotion of Non-Research Staff

- 8.1. Horizontal internal promotion consists of access to job positions of the same category that may have an equal or higher salary level. It also occurs when the functions of the job position are reclassified with an increase in salary level.
- 8.2. To access vacant job positions of the same category, participation in the corresponding internal competitions is required when they are announced, and candidates must meet the requirements specified in the announcement, following the procedure described in Article 3 of these regulations.
- 8.3. The reclassification of a job position within the same category can be initiated by the interested staff member or by the director. When the reclassification is requested by the staff member, they must present reasons that are not sporadic but rather ordinary and continuous over time.
- 8.4. In response to a request for reclassification, the director may order a new evaluation of the job position. Based on the results, they may propose a reclassification of the position if appropriate. The director must propose the corresponding modification to the job classification to ICAC Management Council. In all cases, sufficient financial resources must be available to cover the corresponding salary increase, and compliance with current regulations must be ensured. Additionally, once the job position has been evaluated, the director may allocate any surplus tasks to other positions to address the request.
- 8.5. If the reclassification of the job position is initiated by the director, the file must include an evaluation of the position justifying it. If the evaluation is positive, the director must propose the corresponding modification to the job classification to the ICAC Management Council. Again, sufficient financial resources must be available to cover the corresponding salary increase, and compliance with current regulations

must be ensured. The director may also allocate any surplus tasks to other positions to resolve the case.

Article 9. Vertical Internal Promotion of Non-Research Staff

- 9.1. Vertical internal promotion consists of advancement from lower to higher labor categories established at ICAC. It also occurs when the functions of a job position are reclassified with a change in labor category.
- 9.2. To access vacant positions in higher labor categories, participation in the corresponding internal competitions is required when they are announced, and candidates must meet the requirements specified in the announcement.
- 9.3. The reclassification of a job position within a higher labor category can be initiated by the interested staff member or by the director. When the reclassification is requested by the staff member, they must present reasons that are not sporadic but rather ordinary and continuous over time.
- 9.4. In response to a request for reclassification, the director may order a new evaluation of the job position, and based on the results, propose a reclassification of the position to ICAC Management Council if appropriate.
- 9.5. If the reclassification of the job position is initiated by the director, the file must include an evaluation of the position justifying it.
- 9.6. If the evaluation is positive, the director will propose the creation of the new job position to ICAC Management Council and the corresponding inclusion in the job classification of the Institute. In all cases, sufficient financial resources must be available, and compliance with current regulations must be ensured.
- 9.7. The reclassified job position will remain active and temporarily occupied by the person who held it before the reclassification, as a temporary assignment in accordance with Article 2, until the internal competition is resolved. If the person temporarily occupying the reclassified position does not win the competition, they will need to take another available position within their category and level. If no such position is available, they will be assigned to another job temporarily (as per Article 2) and must participate in the next internal competition for a position in their category or higher, provided they have the appropriate qualifications.

Additional Provision One. Evaluation of Non-Research Staff Performance

1. ICAC shall establish systems to allow for the evaluation of performance of permanent non-research staff. Performance evaluation is the procedure through which professional conduct and performance or achievement of results are measured and assessed. The evaluation systems must adhere to criteria of transparency, objectivity, impartiality, and non-discrimination, and they must be applied without prejudice to the rights of the staff.
2. The effects of the evaluation on horizontal career progression, training, job provision, and the awarding of complementary productivity or performance-based remuneration must be determined. These complementary remunerations will be temporary and will be granted only when the approved objectives have been achieved.
3. The director shall propose to ICAC Management Council an action plan that allows for the evaluation of performance for permanent non-research staff as soon as the remuneration regulations and available funding permit. The director must also inform and consult the representatives of the workers about the proposed action plan before submitting it to ICAC Management Council.

Final Provision One

To ensure information and consultation, this regulation was presented to the representatives of the workers, who debated it in a workers' assembly, and it was subsequently approved by vote on June 3, 2022.

Final Provision Two

This regulation shall come into effect the day after its approval by the Management Council.

Unique Annex. Bases of the Research Career at the ICAC.

Bases of the Research Career at ICAC

Annex to the Regulations on the Provision of Vacancies, Research Career, and Internal Promotion of Permanent Staff at ICAC

Tarragona, June 13, 2022

1. Bases of the Research Career at ICAC

The existence of an attractive and efficient research career requires well-defined positions, clear professional perspectives, adequate funding, and support tools for professional development. Attracting international talent is one of the objectives of ICAC's Action Plan 2021-2024 and has been significantly pursued since 2018 with the recruitment of new research staff during the consolidation phase through the Ramón y Cajal program of the Ministry of Science and Innovation.

The growth of postdoctoral research staff through the MSCA, Juan de la Cierva, Beatriu de Pinós, and CIP (ICAC's own program) has also been notable, constituting around 30% of the research staff at the Institute. Over the past few years, the different stages of the research career have taken shape at ICAC. The center's commitment, also approved in the aforementioned Action Plan, to create new senior researcher (R4) positions with permanent contracts is strong. The aim is to consolidate growth and develop the research career at ICAC.

It is important to note that the last calls for stabilizing research staff at the Institute date back to 2008. Fourteen years later, and in light of the new reality described at ICAC, it is essential to consolidate growth and establish the foundations of the research career at the center, which should be accompanied by a policy for stabilizing research staff. These foundations must clearly serve as a fundamental tool for the Institute in consolidating the development and excellence of research at ICAC in the coming years.

The draft law on science in Catalonia sets as an objective for CERCA centers to conduct research at the frontier of knowledge, aimed at generating new knowledge and achieving scientific, technological, economic, and social impact. The draft specifies that these centers must carry out scientific activities of the highest level of impact, always comparable to leading centers worldwide. It also mentions that CERCA centers enjoy full autonomy and the capacity to establish their own human resources policies, allowing the center's Board of Directors to approve an objective system for the periodic evaluation of its staff's activities. Similarly, a positive evaluation may lead to the allocation of an activity evaluation supplement or an analogous remuneration concept.

This document presents the foundations of the research career at ICAC, which should serve as a tool for consolidating the development and excellence of research at the center in the coming years. The document consists of an initial descriptive section outlining the different categories of researchers (sections 2 and 3) and a second part that presents the options for promotion and monitoring of the various positions (sections 4 and 5).

2. Four stages at the research career at ICAC

As indicated by European recommendations and defined by the National Pact for Knowledge Society promoted by the Government of Catalonia, four main categories of research staff are established, corresponding to phases of professional development: initial stage, training, pre-stabilization, and stable staff, aligned with the European prioritization of Euraxess (R1, R2, R3, and R4).

At ICAC, these four categories can further be subdivided into different levels:

- R1. Predoctoral Researcher (PhD Researcher) (I8 to I16 in the ICAC job classification).
- R2. Postdoctoral Researcher
 - R2A: Training Postdoctoral Researcher (I7)
 - R2B: Incorporation Postdoctoral Researcher (I6)
- R3. Senior Postdoc Researcher
 - R3A: Senior Postdoc Researcher (I5)
 - R3B: Senior Postdoc Researcher Group Leader (I4)

- R4. Senior Researcher
 - R4A: Senior Researcher (I3)
 - R4B: Senior Researcher Group Leader (I2)
 - R4C: Research Professor (I1)
 - R4D: Distinguished Research Professor (I0)

3. Definition:

• R1 First Academic Level: Predoctoral Researchers (3-4 years)

Research staff who are completing a doctoral thesis registered in a doctoral program at a university in which ICAC participates. Currently, ICAC is part of the doctoral program in Classical Archaeology at URV and UAB. They can carry out their doctoral thesis through a predoctoral employment contract lasting 3 or 4 years at the host center (ICAC), funded through public grants or ICAC's own funding. The evaluation and selection of candidates follow the guidelines of the respective calls for applications.

Currently, the predoctoral research staff at ICAC may present various situations depending on the grant awarded and the year of their contract (I16 to I8):

- Doctoral students contracted within the framework of an ICAC research project, with variable duration depending on the project.
- Doctoral students contracted through ICAC's call for the hiring of novice research staff (CIN). The contract lasts 4 years.
- Doctoral students contracted through the Grants for the Hiring of Novice Research Staff (FI) from AGAUR. The contract lasts 3 years.
- Doctoral students contracted through FPI grants linked to I+D projects from the State Research Agency. The contract lasts 4 years.
- Doctoral students contracted through FPU grants from the Ministry of Universities. The contract lasts 4 years.

This first level is regulated by the Statute of Predoctoral Research Staff in Training (EPIF), approved by Royal Decree 103/2019.

• R2 Second Academic Level: Postdoctoral Researchers (variable up to 5 years)

Postdoctoral researchers, or postdocs, carry out their research activities after obtaining their doctoral degree, under a temporary contract of variable duration, funded through grants obtained from public calls or from ICAC's own resources. The evaluation and selection of candidates follow the guidelines set forth in the respective calls for applications.

Currently, the postdoctoral researchers at ICAC may fall into the following categories:

- Postdoctoral staff contracted within the framework of an ICAC research project, with variable duration depending on the project (I7 and I6).
- Postdoctoral staff contracted through ICAC call for postdoctoral researcher recruitment (CIP), which can be in the training modality (R2-training I7) or incorporation modality (R2-incorporation I6). Contracts are for a duration of 2 years.
- Postdoctoral staff contracted through the Juan de la Cierva Formación grants from the Ministry of Science and Innovation. Contracts are for a duration of 2 years (I7).
- Postdoctoral staff contracted through the Juan de la Cierva Incorporación grants from the Ministry of Science and Innovation. Contracts are for a duration of 3 years (I6).
- Postdoctoral staff contracted through the Beatriu de Pinós grants from AGAUR. Contracts can be for 2 or 3 years (I6).
- Postdoctoral staff contracted through the MSCA grants from the European Union. Contracts can range from 18 months to 3 years (I7).

• R3 Third Academic Level of Pre-Stabilization or Preconsolidation Phase.

In this phase, researchers have the authority to establish their own team and research line within the research groups of ICAC. This stage allows for contracts lasting up to five years. Upon completion, and after successfully passing an excellence evaluation, a permanent or fixed contract in the senior category R4 may be offered.

Currently, at ICAC, personnel in this category hold a five-year labor contract obtained after being selected for a Ramon y Cajal grant from the Ministry of Science and Innovation, with ICAC as the recipient research center. This category may also include individuals who have received funding for I+D+i projects for young researchers (JIN) from the Ministry of Science and Innovation, requested through ICAC. Additionally, individuals selected through ICAC's own R3 call are included in this category, where labor contracts last for three years.

ICAC establishes two categories:

- R3A (I5): Preconsolidation Researcher. Conducts research activities within a pre-existing research group or team.
- R3B (I4): Preconsolidation Research Group Leader. Has established their own research group and research line, leads funded projects, and supervises the research activities of predoctoral and postdoctoral researchers.

- **R4 Senior Researcher**

Having surpassed the preconsolidation phase, researchers reach the consolidation or stabilization stage, where they can apply for permanent contracts.

For Catalan research centers, the Catalan Institution for Research and Advanced Studies (ICREA) has been providing researchers since 2001, selected and contracted based on excellence criteria. However, currently, these ICREA calls in the Humanities area are biennial and limited to a small number of contracts, targeting profiles with high international leadership. With the discontinuation of the junior ICREA call, it has become a less viable path for the stabilization of R3 researchers.

At ICAC, the stabilization of researchers has been carried out through its own public calls for senior research positions (R4) with permanent contracts. The last call was in 2008, which created four positions, one of which was funded through the I3 program of the State Research Agency.

As a university institute affiliated with the URV, ICAC participates in co-financing four permanent teaching and research positions linked to the URV-ICAC Program Contract. This four-year program has been in effect since 2011.

Currently, the most viable path for stabilization involves obtaining certification from the I3 program of the State Research Agency for doctoral researchers who have completed the fourth year of the Ramón y Cajal Program. One of the goals of this program is to encourage the establishment of permanent positions at research centers, aimed at fostering the stable incorporation of researchers with outstanding research trajectories.


Consequently, ICAC plans to open its own public calls for senior researcher positions (R4) with permanent contracts.

There are 4 levels in the R4 phase:

- R4A Senior Researcher (I3). Conducts their research activities within the framework of an existing research group.
- R4B Senior Group Leader (I2). Leads their own research group, team, or research line; manages funded research projects through competitive calls; has a significant number of publications and proven training capacity to establish a research nucleus (supervising PhD students, mentoring postdoctoral researchers) through a center-promoted evaluation process.
- R4C Research Professor (I1). Senior Group Leader with a minimum of 6 years in the I2 category, demonstrating a high level of excellence and leadership in their research field through a center-promoted evaluation process. This level is equivalent to a senior ICREA researcher and a Research Professor at CSIC.

- R4D Distinguished Research Professor (I0). This is an extraordinary level for researchers with a minimum of 6 years in the Research Professor (I1) category or an equivalent rank, demonstrating a high level of excellence in research leadership through a center-promoted evaluation process.



 Research in academia

 Research in/with non-academic sector

Source: [Mapa d'oportunitats per a investigadors a Catalunya. Agència de Gestió d'Ajuts Universitaris i de Recerca \(gencat.cat\)](http://www.gencat.cat)

4. Evaluation and Promotion of Research Staff

The Transition Between Stages R1, R2, R3 and R4

Until the consolidation or stabilization stage with permanent or fixed hiring by the center, each stage of the research career is characterized by temporary contracts based on selection through highly competitive public calls with evaluation and selection processes.

The transition from R1 to R2 occurs with the defense of the Doctoral Thesis and the promotion to a position requiring a doctoral degree.

In the transition from R2 to R3, it should be noted that the low number of R3 positions compared to R2 postdoctoral positions creates a critical point in the research career, often seen as a "bottleneck." In Spain, the 2021 reform of the Ramón y Cajal program, establishing two phases of 3 + 2 years respectively, along with the elimination of the Juan de la Cierva Incorporation modality, aims to mitigate this issue and promote the stable hiring of research staff. R3 positions are highly competitive and require significant international experience.

Currently, the main pathway for stabilization in the transition from R3 to R4 (R4A Senior Researcher I3) is through the institute's own public calls for senior research staff positions (R4) with fixed contracts, for doctoral researchers with positive evaluations under the Research Activity Incorporation and Intensification Incentive Program (Program I3) or its equivalent from the State Research Agency.

The relevant calls will respect the principles of equality, merit, capacity, publicity, and transparency as provided by Article 55 of the Basic Statute of Public Employees and the ICAC's Recruitment Principles.

Promotion Between the Different Levels of Stage R4

Promotion between the different levels of stage R4 requires a prior evaluation process organized by ICAC, which is described below. The evaluation process must be coordinated by a Research Evaluation Committee (hereinafter, CAR) of ICAC. This Committee will be appointed by the Director of the ICAC and must consist of a minimum of three people: a chair and two members, including one member from the Scientific Advisory Board (SAB) and another external member. The CAR will be assisted by a person who will serve as the secretary.

Promotion must be proposed by the Research Evaluation Committee (CAR) to the Director of ICAC and approved by the Institute's Governing Council.

The procedure for evaluating merits will be established in the corresponding call and will respect the principles of equality, merit, capacity, publicity, and transparency as provided by Article 55 of the Basic Statute of Public Employees and ICAC's Recruitment Principles.

Beyond the specific achievement of objectives, the promotion of research staff among the different R4 levels will be governed by a series of criteria and the consolidation of a set of indicators:

R4B Senior Researcher Group Leader (I2)

- General Criteria:
 - Direction of a personal group, team, or research line.
- Specific Criteria:
 - Management of research projects funded through competitive calls.
 - Relevant scientific production.
 - Teaching capacity and ability to create a research core.
 - Possession of a positive evaluation for the Research Activity Incorporation and Intensification Incentive Program (Program I3) or equivalent.

R4C Research Professor (I1)

- General Criteria:
 - Must be a Senior Researcher Group Leader (I2) with more than 6 years of seniority.
- Specific Criteria:
 - Management of research projects funded through competitive calls.
 - Achieved competitive funding.
 - Relevant scientific production.
 - Leadership.
 - Ability to consolidate a research group or core.
 - Number of theses supervised and in progress.
 - Advanced training in master's and doctoral programs
 - Ability to manage I+D activities.
 - Positions of scientific responsibility

R4D Distinguished Research Professor (I0)

- General Criteria:
 - Research Professor or equivalent category with more than 6 years of experience.
- Specific Criteria:
 - Leadership.
 - Positions of scientific responsibility.
 - Ability to consolidate a research group or core.
 - Direction of research projects funded in competitive calls.
 - Achieved competitive funding.
 - Ability to manage research and I+D activities.
 - Relevant scientific production.
 - Number of theses supervised and in progress.
 - Advanced training in master's and doctoral programs.

Evaluation of Research Staff

All permanent positions at ICAC must undergo regular evaluations every six years as part of their oversight. The periodic evaluation, as part of the career monitoring process for ICAC researchers, should specifically focus on senior researchers (R4). The earlier stages of the research career, which involve temporary contracts, already have highly competitive evaluation and selection processes.

Evaluations must also be a prerequisite for internal promotion among the different levels of the R4 stage. In this regard, to date, the research career at ICAC has been developed up to the R4B (I2) level.

The criteria for evaluating senior researchers (R4) must be based on monitoring and the degree of achievement of the objectives and indicators set by the center in accordance with the four-year Action Plan approved by the Management Council. The four-year plan follows the structure of the indicators from the program contracts signed between ICAC and the Generalitat, with slight modifications. The indicators express the degree of achievement of objectives in quantitative terms.

The procedure for monitoring and assessing the achievement of objectives and indicators will be defined in the corresponding call and will respect the principles of equality, merit, capacity, publicity, and transparency as stipulated in Article 55 of the Basic Statute of Public Employees and the Principles of Hiring at ICAC.

Evaluations of the permanent research staff at ICAC should occur every six years and take into account the following indicators:

- Research projects and acquisition of competitive resources
- Scientific production
- Capacity for training research staff (predoctoral and postdoctoral)
- Promotion of knowledge transfer

ICAC shares the principles of the San Francisco Declaration on Research Assessment (SFDORA), which advises evaluators against relying solely on journal-based metrics (such as journal impact factors) as the exclusive measure of individual research article quality. The Institute aligns with this declaration on research assessment, as endorsed by both the Catalan University System Quality Agency (AQU) and the State Research Agency (AEI) of the Ministry of Science and Innovation.

In accordance with the recommendations for institutions outlined in the San Francisco Declaration, ICAC considers the value and impact of all research outputs beyond scientific publications, taking into account a wide range of impact measures, including qualitative indicators such as influence on policy and applicability.

Moreover, evaluations will explicitly state the criteria used for hiring and promotion decisions, emphasizing that the scientific content of an article is far more important than publication metrics or the identity of the journal in which it was published.

The evaluation process will be coordinated by ICAC Research Evaluation Commission (CAR). The CAR will be appointed by the Director of ICAC and will consist of at least three members: a chairperson and two members, including at least one member from the Scientific Advisory Board (SAB) and one external member. The CAR will also ensure gender parity. An additional person will be appointed as secretary, who will attend meetings without voting rights.

The evaluation process is based on the expert knowledge of the evaluators and must follow a peer-review system involving external experts in the relevant research area, appropriate to the level of the evaluated individual.

The CAR has the following responsibilities:

- Evaluation of the research activity of contracted research staff.
- Issuance of relevant reasoned evaluation reports.

The final qualifications must follow the classification below:

(A, A-) Exceptional performance, research activity with significant international impact due to originality, rigor, and importance. Possibility of promotion among the different levels of stage R4, as well as a salary increase according to budget availability and approval by the Management Council.

(B+, B) Excellent, with results close to the highest international standards for originality, rigor, and importance. Possibility of promotion among the different levels of stage R4.

(C+) Regular performance, with very standard results. Improvement in research activity and results is needed to achieve greater originality, rigor, and impact.

(D) Deficient performance. Urgent need for improvement in all assessed aspects.

All qualifications will generate a reasoned evaluative report prepared by the CAR. In relation to the qualifications of C+ and D, the CAR will include specific improvement recommendations in its report. A C+ will entail a repeat evaluation within a maximum of two

years, which may result in penalties if no improvement is shown. A D will result in immediate penalties.

5. Final considerations

The drafting of the research career framework at ICAC is an essential challenge for achieving the consolidation of the growth that the center has experienced since 2018. This consolidation requires implementing a stabilization plan for research personnel, with the transition from R3 to R4 researchers, and the creation of new senior researcher positions with permanent contracts. According to the ICAC Action Plan 2021-2024, by 2024, ICAC will have a stabilized fixed staff of research personnel increased from 4 to 7 individuals through the transition from R3 to R4, which will signify a generational shift in the leadership of the Institute's research lines and programs. This consolidation requires the approval of the bases for an attractive and efficient research career, with well-defined positions and clear professional perspectives. These should clearly serve as a fundamental instrument of the Institute in consolidating the development of research at ICAC in the coming years.

However, it should be noted that the implementation of these bases and the consolidation of research at ICAC will require an increase in the center's baseline funding, enabling not only the creation of new structural fixed contracts but also the promotion and recognition of the research career of the individuals who make up ICAC.

In drafting these bases, reference has been made to the research career frameworks of the August Pi i Sunyer Biomedical Research Institute (IDIBAPS), the Centre for Demographic Studies (CED), as well as the criteria outlined by the Agency for Quality in the University System of Catalonia (AQU), the evaluation criteria of the CERCA Institution, and the principles of the San Francisco Declaration on Research Assessment (SFDORA).