



JOB OFFER

To fill the job of a postdoctoral researcher who develops research in the palaeoenvironment field, within the framework of the research project *HUM-DYNLANDS - Mediterranean Cultural Landscapes: integrated and comparative analysis of the dynamics of long-term settlement and occupation in high mountain environments and coastal plains (PID2024-159956NB-I00)*, and within the framework of the activities linked to the Research Group in Landscape Archaeology (GIAP) of ICAC (G017.193)

1. Presentation
2. General characteristics of the offer
3. Requirements to participate
4. Job Functions
5. Job Description
6. It will be valued
7. Submission of applications
8. Selection procedure
9. Basic information on data protection
10. Follow-up of the call in accordance with the principles for hiring ICAC staff

1. Presentation

The Institut Català d'Arqueologia Clàssica (ICAC) is a public research institution created by the Generalitat de Catalunya and the Universitat Rovira i Virgili. ICAC aims to research, train and disseminate the protohistoric, classical and late antique cultures of the Mediterranean and beyond. The Institute is considered a research centre in Catalonia, identified as a CERCA centre. ICAC is based in Tarragona and is made up of a team of about 55 people, including research staff, research support staff and management and administration staff.

Given the I+D granting, call 2024, *HUM-DYNLANDS: Mediterranean Cultural Landscapes: integrated and comparative analysis of the dynamics of settlement and long-term occupation in high mountain environments and coastal plains (PID2024-159956NB-I00)*, the hiring of a postdoctoral researcher is required to develop their research within the framework of the project described. The employment contract is funded by MICIU/AEI/10.13039/501100011033/ERDF, EU.

The research will be carried out at ICAC headquarters in Tarragona throughout the term of the contract.

The characteristics, requirements and procedure that will be followed to resolve this call are listed below.

2. General characteristics of the offer

- 2.1. **Job title:** I6 Postdoctoral Researcher (R2)
- 2.2. **Job category:** Postdoctoral researcher.
- 2.3. **Work centre:** Institut Català d'Arqueologia Clàssica (ICAC). Plaza d'en Rovellat s/n, Tarragona.
- 2.4. **Full-time working day:** 37.5 hours a week from Monday to Friday.

- 2.5. **Remuneration:** €36,753.36 gross per year, in accordance with the salary tables in force at ICAC.
- 2.6. **Duration:** approximately 24 months, conditioned by the duration of the allocated budget.
- 2.7. **Number of jobs:** 1
- 2.8. **Type of contract:** full-time, under the modality of a postdoctoral researcher contract entered into under article 23bis of Law 14/2011, of 1 June, on Science, Technology and Innovation.
- 2.9. **Call for tenders:** public offer
- 2.10. **Procedure:** ordinary
- 2.11. **Regulations:** Law 14/2011, of 1 June, on Science, Technology and Innovation; Order approving the call for early processing for the year 2024 of the procedure for granting grants to "Knowledge Generation Projects" and actions for the training of predoctoral research staff associated with these projects, within the framework of the State Plan for Scientific, Technical and Innovation Research 2024-2027; Instruction 3/2022, of 15 September, on employment and indefinite employment contracts at ICAC

3. Requirements to participate

- 3.1. Hold a PhD in the field of archaeology or other related disciplines (e.g. Biology or Environmental Sciences)
- 3.2. Predoctoral and/or postdoctoral research experience in palaeoenvironmental studies and environmental archaeology, archaeological and environmental reconstruction of the landscape through the study of pollen (palynology), pollen indicators of anthropisation, non-pollen microfossils and microchars.

4. Job functions

- 4.1.1. Multi-proxy paleoecological study (pollen, non-pollen microfossils, microcarbons) of Holocene sedimentary sequences from the Pyrenees and the Maritime/Ligurian Alps (Spain and Italy).
- 4.1.2. Laboratory and microscopic analysis for palynological study.
- 4.1.3. Participation in field campaigns (sample collection, sedimentary soundings, etc.).
- 4.1.4. Integration of palaeoenvironmental data with archaeological and geoarchaeological data obtained in the study areas within the framework of the project.
- 4.1.5. Scientific publication of results and communications at conferences.
- 4.1.6. Incorporation into the Landscape Archaeology Research Group (GIAP) of ICAC.

5. It will be valued

- 5.1. The academic and/or scientific-technical career of the candidate
 - 5.1.1. Scientific and technical contributions
 - 5.1.2. Mobility and internationalisation
- 5.2. Adequacy of the candidate to the research activities to be carried out

6. Submission of applications

- 6.1. Interested persons who meet the requirements can submit the application by sending an email to the rrhh@icac.cat of the Institut Català d'Arqueologia Clàssica. The email will consist of:
 - 6.1.1. Subject: "ICAC call G017.193. "
 - 6.1.2. Body of the message: it is necessary to include the name, surname, NIF, contact telephone number, academic qualifications, in addition to stating the willingness to participate in this job offer.
 - 6.1.3. Documents to be attached:
 - 6.1.3.1. A PDF of the DNI/NIE/passport.
 - 6.1.3.2. A PDF of the qualifications required in the call (section 3. Minimum requirements to participate) and that give access to the doctorate.

- 6.1.3.3. *Abbreviated Curriculum Vitae* of the applicant that is related to the object of the call (CVA) in Spanish or English.
- 6.1.3.4. A PDF containing the supporting documents that correspond to the merits alleged in the CV.
- 6.1.3.5. A *letter of motivation*, in which the applicant states their interest in obtaining the job offered, its suitability for the project and the added value that carrying it out would represent for their research activity, as well as the value it would bring to the centre and the receiving team. This letter must be submitted in Spanish or English.
- 6.2. The original documents that are part of the application will be accepted as long as they are written in Spanish, Catalan, or English. If the original document is drawn up in a language other than those mentioned, an English translation must be attached.
- 6.3. As for training, it is necessary to specify in all cases the hours of duration of the courses and the type of certification obtained. With regard to knowledge of languages, it is necessary to accredit the corresponding certificate specifying the level achieved in accordance with the classification of the Common European Framework of Reference for Languages (CEFR).
- 6.4. The deadline for submitting applications is **June 12, 2026 at 11:59 p.m.** In accordance with the provisions of Article 32.3 of Law 39/2015, of 1 October, on common administrative procedure in public administrations, an extension of the established deadlines may be granted ex officio that does not exceed half of them as long as the circumstances advise it and this does not prejudice in any case the persons interested in the call. In no case will the agreement of the extension be after the expiration of the period specified in this job offer and will be notified to the interested persons.
- 6.5. Applications that do not meet the minimum requirements will not be considered.

7. Selection procedure

- 7.1. The Evaluation and Selection Committee (CAS) will assess the applications based on the CVAs and the letters of motivation. The CAS will take into account the best suitability of the candidate for the research activities to be carried out, as well as the academic and/or scientific-technical career. The CAS will evaluate these aspects according to the following criteria:
 - 7.1.1. **Academic and/or scientific-technical career of the candidate (up to 55 points):**
 - 7.1.1.1. **Scientific-technical contributions (up to 45 points):** the adequacy of the candidate's curricular merits for the tasks to be carried out will be assessed.

Predoctoral and postdoctoral experience in palynology or paleobotany will be evaluated; projects and lines of research in which he has participated; scientific publications with relevant content; attendance at congresses, conferences and scientific meetings; advanced knowledge of English, Spanish and Italian; other relevant curricular merits related to knowledge transfer and social impact; and open science, among others.
 - 7.1.1.2. **Mobility and internationalisation (up to 10 points):** the relevance and impact on their research career of the candidate's stays in national and international centres will be assessed, taking into account the prestige of the entity receiving the stay and the activity carried out there.
 - 7.1.2. **Suitability of the candidate for the research activities to be carried out (up to 45 points):** the suitability of the candidate for the project and the research activities to be carried out will be assessed, depending on their previous training and experience. To this end, the added value that carrying out the project will represent for their research career will be taken into account, as well as the value provided to the centre and the receiving team.
 - 7.1.3. If it deems it appropriate, the CAS may also interview applicants with the most points in the curricular evaluation phase. In the interview, the CAS will assess the merits and abilities of the candidates more accurately. The maximum score will be 15 points, which will be added to the points obtained in the assessment of the rest of the merits. If the interview score requires it, it may exceed the maximum score of 100 points provided for in the offer.
 - 7.1.4. The selection procedure will take place after the closing of applications for applications.

initially scheduled incorporation date will be September 1, 2026.

- 7.1.5. In compliance with art. 9.1.e) of Law 19/2014, of 29 December, on transparency, access to public information and good governance, the name and surnames of the person selected for the job offered will be published in the award resolution that will be published on ICAC website, in the section Work at ICAC, unless the selected person exercises their right to object and informs ICAC of the existence of any special circumstance that legally justifies not being published.

8. Personal data

- 8.1. By formalising and submitting the application, applicants accept the Bidding Terms and Conditions and give their consent to the processing of the personal data necessary to participate in the call and for the rest of the processing of the selection process or other actions derived from it, in accordance with current regulations.
- 8.2. The personal data contained in the application will be processed in the activity Selection and provision of jobs, with the following specifications:
- 8.2.1. Identification of the activity: Selection and provision of jobs.
- 8.2.2. Data controller: Institut Català d'Arqueologia Clàssica (ICAC); Plaza d'en Rovellat, s/n, 43003 Tarragona, telephone (+34) 977 24 91 33, info@icac.cat, www.icac.cat
- 8.2.3. Data protection officer: delegatpd@icac.cat. Institut Català d'Arqueologia Clàssica, plaza d'en Rovellat, s/n, 43003 Tarragona, telephone (+34) 977 24 91 33.
- 8.2.4. Purpose of the processing of personal data: selection and provision of jobs through public calls.
- 8.2.5. Legal basis: consent, a mission carried out in the public interest provided for in Royal Legislative Decree 5/2015, of 30 October, approving the revised text of the Law on the Basic Statute of Public Employees.
- 8.2.6. Recipients: publication on ICAC website of the procedures of the selection process, in accordance with current regulations; the applicant will be informed that their data will be published on ICAC website; persons who access information in application of the principle of active publicity provided for in the transparency regulations; the competent public administrations in this area, in compliance with the applicable legal obligation. Personal data will not be transferred outside the European Union.
- 8.2.7. Rights of interested parties: you may access the personal data provided, request its rectification or deletion, oppose its processing and request its limitation, by sending an express request to delegatpd@icac.cat.
- 8.2.8. Period of storage of personal data: the calendar for the conservation and elimination of documents of the Administration of the Generalitat de Catalunya will be complied with.
- 8.2.9. Complaint: in the event that the rights of the applicant in relation to the protection of their personal data are violated, especially when they have not obtained satisfaction in the exercise of their rights, they may file a complaint with the competent Supervisory Authority in matters of data protection through its website: www.apdcat.cat.

9. Follow-up of the call in accordance with the principles for hiring ICAC staff

- 9.1. This call is governed by compliance with the principles approved by ICAC within the framework of the OTM-R program of the HRS4R accreditation. These principles are set out in the document entitled *Principles for the recruitment of ICAC staff*, available on the Institution's website.
- 9.2. In compliance with the aforementioned principles, this call will be evaluated in accordance with the procedure established in said document.
- 9.3. Particular emphasis should be placed on the principles aimed at ensuring fair and transparent recruitment based on equal employment opportunities; to avoid discrimination in the recruitment of staff on the basis of gender, marital status, sexual orientation, disability, nationality, political or religious beliefs, or any other type of discrimination; and to comply with the principles of the European Charter for Researchers and the Code of Conduct for the



Recruitment of Researchers promoted by the European Commission, in order to ensure a fair and transparent selection process.

Director
Tarragona, at the date of the electronic signature
(G017.193-OTT-PID24-postdoc-HUM-DYNLANDS.adm)