RESOLUTION TO CALL FOR A BEATRIZ GALINDO SENIOR RESEARCH POSITION IN THE FACULTY OF PSYCHOLOGY AT UNIVERSIDAD AUTÓNOMA DE MADRID (BEAGAL18/00099)

Universidad Autónoma de Madrid offers a position for a senior researcher within the Beatriz Galindo Programme (Orden ECD/365/2018, of Secretaria General de Universidades at the Ministerio de Ciencia, Innovación y Universidades). The main goal of this Programme is to attract and retain research talent from abroad in an attempt to reinforce the excellence and competitiveness of faculty members in Spanish Public Universities.

All details of the Beatriz Galindo Call can be found at:


BASIC INFORMATION

1. **Title:** BEATRIZ GALINDO SENIOR RESEARCH POSITION AT THE FACULTY OF PSYCHOLOGY- UNIVERSIDAD AUTÓNOMA DE MADRID

2. **Candidate profile:** Senior

   **Required Education Level:** PhD

   **Years of experience at a foreign institution:** At least 7 years of postdoctoral experience*

   *The date of reference to determine the duration of the stay at a foreign institution will be May 24th 2019.

PROFILE

**Teaching and Research Profile**

Specialized expertise in Human Development and Developmental Disorders (DD), International Reach and Synergy with current University programmes

- A PhD in Psychology.
- Established research experience both in Developmental Disorders (Autism, sensory disability and/or others), as well as in neurotypical development.
- Experience in the use of a wide range of research methods and research paradigms that can be used with infants, children and adults (e.g., behavioral observation, experimental design, eye-tracking measures, neuroimage records and the analysis of developmental trajectories).
- Capability of coordinating and/or leading interdisciplinary research teams.
Teaching experience at the undergraduate and postgraduate levels; experience in European/International exchange programs (e.g. Erasmus) 
Perfect command of the English language, with sustained teaching experience in both English and Spanish.

All details about the teaching project, research project and knowledge transfer project requested by the University can be found in Annex 1.

3. Research field
Psychology

4. Type of Contract
- Full time contract for 4 years
- Contract to be signed within 2 months from the date of resolution of the selection process.
- Salary: 90,000€/year including social costs.

Stabilization of the ‘Beatriz Galindo’ distinguished researcher within the academic staff of the University, at the end of the contract:
Within the fourth year and upon positive evaluation, UAM will open a call for a permanent position with the academic profile of the distinguished Beatriz Galindo researcher.
More details about the procedure of evaluation and stabilization can be found in Annex 2.

5. Submission of candidatures
Candidates must use the form available at:


Applications must include, at least, the following information:

a) Teaching project proposed by the candidate that must take into account the requirements of the University (Annex 1).

b) Research project and knowledge transfer project proposed by the candidate that must take into account the requirements of the University (Annex 1).

c) Curriculum vitae of the candidate, including all predoctoral and postdoctoral positions and current or recent relations with foreign universities or research institutions.

d) Report of the expected impact and return to the University of the teaching, research and knowledge transfer project proposed by the candidate.
Candidatures must be submitted in English.

**Application Deadline:** From April 24th, 2019 at 8 a.m. to May 24th, 2019 at 17 p.m (Spanish time)

6. **Provisional list of admitted and excluded candidatures from the selection process**

At the end of the application submission period, applicants whose applications are incomplete or contain correctable errors will be asked to remedy the deficiencies or to submit the necessary documents within a maximum of ten business days.

If the applicant fails to do so, it will be understood that the application has been withdrawn, pursuant to Article 68 of Law 39/2015 of 1 October 2015 on Common Administrative Procedures for Public Administrations.

7. **Evaluation of candidatures**

Candidatures will be evaluated by the international panel of experts appointed by the Secretaría General de Universidades of the Ministerio de Ciencia, Innovación y Universidades with a score between 0 and 10 points according to the following criteria:

- **a) Teaching project, up to 2.5 points.**
  
  1° Quality of the teaching project, up to 1.25 points
  2° Programming of the teaching project, up to 1.25 points.

- **b) Research Project, up to 2.5 points.**
  
  1° Quality of the research project, up to 1.25 points.
  2° Programming of the research project, up to 1.25 points.

- **c) Knowledge transfer project, up to 2.5 points.**
  
  1° Quality of the knowledge transfer project, up to 1.25 points.
  2° Programming of the knowledge transfer project, up to 1.25 points.

- **d) Impact and return for the University of the teaching, research, and knowledge transfer project, up to 2.5 points.**
  
  1° Return of the teaching project, up to 1.25 points.
  2° Return of the research project, up to 0.75 points.
  3° Return of the knowledge transfer project, up to 0.5 points.
Important: To evaluate all these criteria the curriculum vitae of the candidate will be considered.

8. Hiring University & Offer Posting Contact Details

University: Universidad Autónoma de Madrid

Department: Faculty of Psychology

Address: C/ Ivan Pavlov, 6
Campus de Cantoblanco-UAM
28049 Madrid

9. Incompatibilities

The regime of incompatibilities of the contract is established in the articles 19 and 21 of the Orden ECD/365/2018, of Secretaría General de Universidades at the Ministerio de Ciencia, Innovación y Universidades.

10. Publication of provisional resolution

The provisional selected candidate and alternates will be published on the University official website and on the electronic services of the Secretaría General de Universidades at the Ministerio de Ciencia, Innovación y Universidades.

Beginning the day after the list is published, candidates will have ten business days to present arguments for reconsideration of the evaluation.

11. Publication of the resolution

The decision containing the successful candidate and a reserve list will be published on the University official website and on the electronic services of the Secretaría General de Universidades at the Ministerio de Ciencia, Innovación y Universidades.

Against this decision, interested parties may appeal for reconsideration within a period of one month before the University, or appeal to the Contentious-Administrative Chamber of the Supreme Court of Justice of Madrid within a period of two months. These time limits shall commence on the day following the publication of the decision. All these procedures are in accordance with Spanish Laws on the Common Administrative Procedure of the Public Administration and Contentious-Administrative Jurisdiction.
Madrid, 23 de abril de 2019

RAFAEL GARESSE ALARCON - 24800743G

Fdo: Rafael Garesse Alarcón
Rector
Annex 1: Teaching project, research, and knowledge transfer project presented by the University and selected in this call

1. Teaching Project: Objectives and Key Performance Indicators

Aggregation, Innovation and Internationalization of current programs

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<th>Objectives:</th>
<th>Key performance Indicators:</th>
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<tr>
<td><strong>O-2.1</strong> Strengthen and complement the specialization of teaching on DD in undergraduate and postgraduate courses by: (a) coordinating internal training sessions for the existing teams, (b) introducing new teaching and student supervision strategies, (c) introducing training in new technologies and (d) offering courses and student supervision and tutorials in English.</td>
<td><strong>I-2.1a</strong> Contributing with teaching and innovation specifically into the following courses: Developmental Psychological Disorders; Autism today: Clinical and Social Challenges; Cognitive Developmental Disorders; Sensory Disabilities and Neurodevelopmental Disorders.</td>
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<td><strong>O-2.2</strong> Liaise and promote synergies with teaching teams in other departments in the Faculty and other Faculties (in particular departments related to Life Sciences) in order to include specific contents about the psychological functioning of people with developmental disorders (DD) within their existing courses in line with the CEI UAM+CSIC framework agreement.</td>
<td><strong>I-2.2a</strong> Inclusion of DD contents and a universal design across core and compulsory courses of the Graduate and Postgraduate Psychology programs. <strong>I-2.2b</strong> Inclusion of DD contents and a universal design across selective and transversal subjects in the Graduate and Postgraduate Psychology programs.</td>
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<td><strong>O-2.3</strong> Coordinate interdepartmental activities on DD so the UAM teaching offer can be improved in line with the European framework.</td>
<td><strong>I-2.3a</strong> Coordination of interdepartmental seminars on DD for undergraduate and postgraduate students. <strong>I-2.3b</strong> Coordination of training sessions on DD for UAM students of other programs (e.g. Medicine).</td>
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<td><strong>O-2.4</strong> To take part in the supervision of Students in the Practicum, in the graduation projects and Master thesis. Supervision in the exchange programs on DD (currently the demand on DD placements overtakes the capacity of expert teaching staff).</td>
<td><strong>I-2.4a</strong> Supervision of Practicum, Graduation projects and Master thesis on DD. <strong>I-2.4b</strong> Preparation of seminars aimed to improve the employability of students in the area of DD.</td>
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O-2.5 To include DD contents in the projects for teaching innovation in the Faculty of Psychology.  

I-2.5a Collaborating in the implementation of the agreements about the Evaluation of the training in the subjects of the Practicum and the Graduation projects  

I-2.5b Participating in other Faculty projects of teaching innovation (e.g., on those related to the internationalization).  

### 2. Research Project: Objectives and Key Performance Indicators

**Exploiting synergies, human capital and technical resources of current research groups in order to increase international visibility and competitiveness of DD research**

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<th>Objectives</th>
<th>Key Performance Indicators</th>
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| **O-3.1** Promote links with international research teams in order to jointly apply for international funding and increase the visibility of the research teams in the faculty. | **I-3.1a** Institutionalizing already existing contacts.  
**I-3.1b** Establishing and consolidating new contacts.  
**I-3.1c** Preparing at least one application for European funding within specific programs in the Horizon 2020 framework (e.g. ERANET Neuron and/or RISE Marie Curie). |
| **O-3.2** Promote training of the UAM research teams in the specific paradigms and methods used with DD populations by forefront research teams in the area. | **I-3.2a** Facilitating training in research methods for the study of early human development.  
**I-3.2b** Facilitating Training in the use of eye-tracking methods and in the analysis of developmental trajectories in infants and young children. |
| **O-3.3** Optimize the use of technical equipment and research resources in which the UAM has already made a significant investment (e.g. the Human Vision Laboratory) with DD populations. | **I-3.3a** Advising on the use of eye-tracking methods for DD participants with the Human Vision Laboratory Project.  
**I-3.3b** Advising and implementing the equipment of the UAM Baby Lab in order to conduct infant studies in babies with diverse developmental trajectories (including infants at high risk of DD). |
| **O-3.4** Promote the growth and expansion of complementary lines of research and exploit synergies with other faculties in two main areas: (1) the transdisciplinary, multilevel study of early development and DD (from genetics to behavior) and (2) include an area on gender perspective and DD, also transdisciplinary and multilevel. Many DD have a gender-linked differential | **I-3.4a** Networking with research groups with expertise in genetics, neonatal development and brain development on campus and beyond.  
**I-3.4b** Networking with research groups with expertise in gender genetics, clinical characterization of DD and on gender identity. |
incidence. This brings the challenge to understand the specific developmental characteristics linked to each gender across the life span and its implications for diagnosis, intervention and the identity of the minority gender in each DD.

I-3.4c Application to funding calls for research networks on early development and DD (e.g. MINECO Excellence Networks and/or COST).
I-3.4d Application to funding calls in the EU within the REC program (part of the Horizon 2020 framework on the priority topic of gender perspective and equality).

3. Knowledge Transfer Project: Objectives and Key Performance Indicators

**Strengthening, Innovating and Improving the interconnection between UAM programs and the social & community sector supporting DD people:**

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<td>O-4.1 Participate in the actions established in the agreements between the University and the entities/associations in support to DD by including principles and evidence based on forefront DD research.</td>
<td>I-4.1a Carrying out joint activities with entities that already have agreements with the UAM (e.g., Plena Inclusion, Fundación ONCE and others). I-4.1b Proposing and managing new agreements and collaboration activities with other with other entities (e.g., through the UAM Center of Applied Psychology, CAP).</td>
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<td>O-4.2 Optimize the knowledge transfer potential between two sources of evidence already present on campus: research evidence and practice-based evidence.</td>
<td>I-4.2a Collaborating in the elaboration of protocols that make such a transference possible (e.g., linking previously anonymized databases from the research groups and the services involved). I-4.2b Providing advice to CAP professionals who serve and support DD people and their families.</td>
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<td>O-4.3 Promote and participate in DD awareness and sensitization campaigns.</td>
<td>I-4.3a Collaborating in organizing workshops and activities to celebrate key dates such as the International Disability day. I-4.3b Supporting the design and adaptation of national and international dissemination materials (e.g., audiovisual materials).</td>
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<td>O-4.4 Bring models of University - Social agent collaboration, successfully implemented in other countries, to the UAM context.</td>
<td>I-4.4a Supporting the UAM inclusion policy promoted via CAP, the Cooperation and Voluntary action Office and the Vice-Chancellor’s Office for Functional Diversity. I-4.4b Designing protocols and materials following the model of organizations such as the National Autistic Society, Inclusion Europe or Autism Speaks.</td>
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### 3. Proposal Time Schedule

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Annex 2: Procedure for stabilization of the ‘Beatriz Galindo’ distinguished researcher within the academic staff of the University

Universidad Autónoma de Madrid (UAM) has the firm determination to incorporate the selected researcher into the Academic Staff of the University once the Beatriz Galindo contract is over. Within the fourth year and upon positive evaluation and accreditation by ANECA, UAM will open a call for a permanent full professor position with the academic profile of the distinguished Beatriz Galindo researcher.

As far as the aforementioned evaluation process is concerned, article 13 of the Beatriz Galindo Call (BOE-A-2018-4779) establishes a follow-up of the researchers’ activity by an international panel of experts who will evaluate it taking into account the Annual Reports that the Universities must submit, and that will aim at certifying the achieved objectives. Each of the individual proposals will constitute an obligatory reference to evaluate the performance of the corresponding distinguished researcher, especially at the end of the third year of the contract. However, we understand it is necessary to identify also some broad criteria and indicators that the UAM will use in the preparation of these 'Annual Reports', increasingly demanding throughout the contract period; namely:

- Leadership and relevance of the research activity - reflected by abundant top-quality scientific contributions produced by its own research group or, otherwise, by a recognizable subgroup within a broader research group.
- Capacity to attract external resources - obtaining funds in the international arena or, at least, drawing up competitive proposals in those programmes.
- Outstanding role in the scientific community in its field of knowledge - visible activity development as editor or reviewer of scientific journals, as national and international expert, as invited lecturer, as member of scientific societies, as recipient of scientific awards or honours, etc.
- Active role at different university degrees - participation in projects of teaching innovation, design of teaching activities, supervision of doctoral theses, etc.
- Communication and transmission of knowledge to external actors - design and participation of ‘open day’ activities, knowledge dissemination…
- The researcher shall demonstrate a proven record of various tasks in the academic community (organizing conferences, editing publications, undertaking high-level academic evaluation tasks and holding significant positions in scientific organizations).