

Resolution of March 18th, 2021 by the Rector of the Universidad Autónoma de Madrid for the complementary call of grants for the requalification of the Spanish university system 2021-2023

The funding covered by this call for applications falls within the package of measures included in the European Union's recovery instrument "Next Generation EU", in accordance with Regulation (EU) 2020/2094, of December 14th, 2020, of the European Council, establishing a programme to support the activation of the Spanish University System after the crisis caused by COVID-19.

On February 12, 2021, Regulation (EU) No 2021/241 of the European Parliament and of the Council of EU was approved. This Regulation sets out the objectives of the recovery and resilience mechanism, its funding, the EU's procedures and rules for granting funding under such mechanism.

Spain's Recovery, Transformation, and Resilience Plan was presented on October 7, 2020, and incorporates ten policy levers, including the "Education and Knowledge, Continuing Professional Development, and Capacity Development" policy. One of the key objectives of this Plan is to modernise the education system at all levels, including university education.

The Ministry of Universities has proposed various actions to implement the aforementioned European Recovery Instrument, aimed at the requalification of the Spanish University System, and ensuring its modernisation and digitisation. One of these actions aims to fulfil the following three objectives of public, social, and economic interest with a view to improving the quality of higher education in Spain:

- a) Training of young PhD researchers;
- b) Re-qualification of civil servant or contracted university teaching staff by promoting the mobility of teaching and research staff;
- c) Attracting international talent.

In particular, this action allows for the allocation of grants to Spanish public universities for the total amount of EUR 361.56 million for the period 2021-2023.

In order to regulate the allocation of such grants, the Ministry of Universities has published Royal Decree 289/2021, of April 20, which regulates the direct granting to public universities to promote professional development within the Spanish university system (BOE No. 96 of 22 April 2021) and Order UNI/551/2021, of 26 May for grants provided for in Royal Decree 289/2021 (BOE No. 133 of June 4, 2021)

Universidad Autónoma de Madrid (hereinafter UAM) is one of the public universities in receipt of these grants, having been assigned a total of €16,499,811 by virtue of Royal Decree 289/2021.

On July 2nd, 2021, the Rector of the UAM published a first call of grants for the requalification of the Spanish university system 2021-2023, which were resolved on November 30th, 2021. However, in that call part of the funding granted by the Ministry of Universities was not allocated, being necessary the publication of a complementary call with the remaining funds resulting from resignations, withdrawals and vacancies result of selected candidates not accepting the grant, as established in the seventh condition for the allocation of grants, Order UNI/551/2021 of the Ministry of Universities.

UAM intends, through this call, to regulate the allocation of the aforementioned grants to achieve the three objectives mentioned previously, as set out in the aforementioned Royal Decree 289/2021 and Order UNI/551/2021. To this end, UAM will finance grants, which will include the following categories:

- a) Margarita Salas grants for the training of young PhD researchers
- b) Grants for the requalification of civil servant or contracted university teaching staff.
- c) María Zambrano grants to attract international talent

By virtue of the above,

I HEREBY DETERMINE

Aspects common to all categories

One. Object

This complementary call for applications is governed by the provisions of Royal Decree 289/2021 and UNI/551/2021 which regulate the procedure for funding, in a competitive and objective manner, for the realisation of face-to-face research stages that will enhance the training of young PhD holders, promote mobility among teaching and research staff, and attract international talent.

The grants available are therefore divided into the following categories:

- a) Margarita Salas grants for the training of young PhD holders.
- b) Grants for the requalification of civil servant or contracted university teaching staff.
- c) Maria Zambrano grants to attract international talent.

Two. Applicable legal regime.

- 2.1 In addition to the specific provisions of Royal Decree 289/2021 and UNI Order 551/2021, this funding shall be governed by the provisions of General Law 38/2003, of 17 November, and their Regulations, approved by Royal Decree 887/2006, of 21 July, as well as the provisions of Royal Decree-Law 36/2020, of 30 December, approving urgent measures for the modernisation of Public Administrations and the execution of the Recovery, Transformation, and Resilience Plan, along with any other applicable regulations.
- 2.2 Likewise, Regulation (EU) 2021/241 of the European Parliament and of the Council of EU of 12 February 2021 establishing the recovery and resilience mechanism, as well as other pertinent provisions laid down by the European Union, shall also apply.

Three. Financing

The financing of this call will be made from the budget application 33.50.460A.752 of the Ministry of Universities' spending budget up to 2.488.936,14 euros. The maximum total amount could be incremented when, as a consequence of the concurrency of any of the circumstances foreseen in the article 58.2.a) of the regulations of the Law 38/2003, of November 17, approved by the Royal Decree 887/2006, of July 21, there is an increment of the credit available before the allocation of the grants.

In any case, the declaration of the final available credits will be published in UAM's electronic headquarters and Research and Transfer Area's webpage before the awarding resolution. Such publication does not imply a new period for the submission of new applications nor the beginning of the count of a new period for resolution.

Four. Concurrency and accumulation of grants.

The grant of each beneficiary shall be incompatible with any other grants or funding for the same purpose, awarded by any public or private, national, European Union or international authorities or bodies. In general, it will be incompatible with the perception of any amount that has a salary nature, and that implies an activity that may affect the achievement of the purpose of the grant or its research purpose or that occurs within the same time frame.

Five. Submission of applications

- 5.1 Applications and supporting documentation shall be submitted by telematic means made available through UAM's electronic headquarters via the following link:
<https://sede.uam.es/sede/ayudasrequalificacion>
- 5.2 The call for applications will be open from March 21st, 2022 at 00:00 (Madrid time) to April 7th, 2022 at 23:59 (Madrid Time).

Six. Proceedings

- 6.1 The person responsible for overseeing proceedings shall be the Vice-Rector for Scientific Policy at UAM, who shall carry out *ex officio* all the actions necessary to determine and verify the information on the basis of which the proposed funding is awarded.
- 6.2 If, as a result of these actions, an applicant does not fulfil one or more of the requirements set out in the call, or any errors are detected in an application, the applicant shall be required, within 10 days, to submit any arguments, rectify the error, or provide the required documentation through UAM's electronic headquarters. Failure to do so will lead to the exclusion or dismissal of their application from the procedure, in accordance with article 68.1 of Law 39/2015, of 1 October, regarding the Common Administrative Procedure of Public Administrations.

Seven. Proposed provisional resolution and hearing procedure

In light of the report with the priority of the evaluated applications prepared by the Selection Committee (the composition of which is detailed in the Evaluation and Selection of Applications section) and in accordance with the provisions of the article 24.4 of Law 38/2003, of 17 November, the Vice-Rector responsible for Scientific Policy at UAM, will formulate a the provisional resolution proposal.

In accordance with the provisions of article 24.4 of Law 38/2003, of November 17, the Vice-Rector of Scientific Policy of the UAM will formulate the provisional resolution proposal. Such resolution will be made based on the report prepared by the Selection Committee (the composition of this Committee is detailed in the Evaluation and Selection of Applications section), which will also include the ordered list of the evaluated applications.

Applicants will be notified of this proposal through the UAM official electronic notice board. They will have ten days to submit any arguments they deem appropriate.

Eight. Final Decision and appeals

- 8.1 Having examined the allegations, if any, submitted by the applicants, the Vice-Rector for Scientific Policy at UAM shall publish the decision to grant funding on the UAM official electronic notice board, within the maximum period of 6 months from the day after the publication of this call, in any case, prior to 30 November 2022.
- 8.2 The Final Decision announcing the awarding of funding shall indicate the list of applicants selected to receive grants, the type of grant awarded, its duration, and the total amount allocated. A list of reserve applications shall also be published, as well as rejected applications, in accordance with the provisions laid down by the Selection Committee, in the terms and for the purposes set out in Article 63.3 of Royal Decree 887/2006, of 21 July. If there is a resignation of the selected candidate, the next highest score applicant included in the reserve list could be selected as a beneficiary of the grant.
- 8.3 The persons proposed as beneficiaries of the grants in the final decision shall inform the Vice-Rector for Scientific Policy at UAM of their acceptance of the grant awarded within 10 days from the day following the publication of the final decision on the UAM official electronic notice board.
- 8.4 This definitive decision put and end to the administrative procedure. Nonetheless, it is possible to present an administrative appeal against the board that issued it, within one month, according to articles 123 and 124 of the Law 39/2015 1 October. In this case, a contentious-administrative appeal may not be lodged until the administrative appeal is expressly resolved or dismissed. Notwithstanding the above, the final decision to award funding may be appealed by lodging a judicial-administrative appeal with the Judicial-Administrative Courts of Madrid, within two months. Both time frames shall begin on the day following publication on the UAM official electronic notice board.

Nine. Delayed start or interruption of grant period.

- 9.1 Beneficiaries may request a delayed start or interruption of the stay under the following circumstances:

- a) Birth leave, adoption, guardianship with the intent to adopt or foster.
- b) Risk during pregnancy.
- c) Risk during breastfeeding of children under nine months old.
- d) Temporary incapacity during pregnancy for related reasons.
- e) Temporary incapacity for reasons other than those indicated in the previous point for a period of up to 4 consecutive months.
- f) Absences for personal or professional reasons, such as participation in panels or committees or travel related to other research projects on which the beneficiary is Principal Researcher.

Such delays or interruptions must be authorised by the Vice-Rector for Scientific Policy at UAM. The time corresponding to the delay or interruption may be recovered, provided that the end of the grant period does not extend beyond 31 December 2024.

Interruptions of the grant period for reasons other than those mentioned above will not result in an extension of the execution period.

- 9.2 For cases where it is necessary to postpone the incorporation on account of exceptional measures due to COVID 19, and it begins after the suspension of activities has been lifted in the host country, the postponement must be justified, and the period of suspension may be recovered provided that it does not extend beyond 31 December 2024.

In cases where the grant period has already begun and it is interrupted on account of exceptional measures due to COVID19 or related pandemics and is resumed after the suspension of activities is lifted in the host country, this interruption shall be justified, and the suspension period can be recovered as long as it does not extend beyond December 31, 2024.

Ten. Justification and supervision of funding awarded

The beneficiaries of each grant must submit an annual progress report. This must be a brief report that outlines a description of the research activities carried out each year.

After the completion of the stay or stays, to comply with the information and control requirements of the General Intervention of the State Administration, the beneficiaries must make a final justification of the grant, presenting the following documentation, within the period of 15 calendar days from completion:

- a) A report the activities carried out and the results obtained during the stay or stays.
- b) Supporting documentation issued by the destination university or research centre that justifies the dates of incorporation and completion of the stay(s) at the centre(s).

Eleven. Obligations of beneficiaries. Supervision and non-compliance

- 11.1 Beneficiaries of the grants awarded must comply with the obligations set out in Article 14 of Law 38/2003.
- 11.2 The beneficiary must notify their acceptance of the grant awarded by writing to the Vice Rector for Scientific Policy at UAM within 10 days of the day after publication of the final decision, posted on the official electronic notice board of UAM'. This acceptance shall imply full acceptance of the rules set out in this call.

- 11.3 In all the activities and results of the projects that are publicly disseminated (e.g. publications, events, conferences, scientific dissemination activities, etc.) the following information must be indicated: a) the reference number identifying the grant awarded; b) the express mention of the Ministry of Universities, the Recovery, Transformation and Resilience Plan, and UAM as funding entities. In the case of publications resulting from the research stay funded by the grant, UAM must appear as the affiliated institution of the beneficiary.
- 11.4 If, as a result of the annual monitoring, any non-compliance or deviation from the obligations arising from the awarding of the grant is detected, for reasons attributable to the beneficiary, or falsified, inaccurate, or omitted data are perceived, or if all or part of the amounts received are used for purposes other than those for which the grant was awarded, legal proceedings shall be initiated. This could include, where appropriate, disciplinary action and disqualification for the receipt of any other funding or subsidy, without prejudice to the relevant obligation to repay the sums awarded plus late payment interest.
- 11.5 Failure to comply with the partial objectives or specific activities will lead to the return of that part of the grant intended for them and, where appropriate, the loss of the right to collect the amounts pending receipt.
- 11.6 Failure to submit, in accordance with the present call, any progress or final monitoring reports shall lead to the repayment of any amounts received and not justified and, where appropriate, the loss of the right to receive any outstanding amounts.

Specific characteristics of Margarita Salas grants for training of young PhD researchers.

Twelve. Purpose of the grants

- 12.1 The purpose of these grants is to fund training for young PhD researchers through two-year training stays carried out at a Spanish public university or in foreign universities and research centres. The stays could be carried out outside Spain as well in Spanish Public Research Organisations provided the last year of the training period is completed in a Spanish public university selected by the young PhD researcher. Young researchers who have obtained the PhD degree in private universities or researchers with Spanish nationality who have obtained it in foreign universities or research centres, may apply the grant if the stay will be carried out at UAM or if they are going to join at UAM in the last year of stay.
- 12.2 A minimum of 5 grants are called, including at least 1 grant reserved for young PhD researchers with a disability equal to or greater than 33 percent. In the distribution of the grants, all the areas of knowledge will be considered.

If any of the grants earmarked for beneficiaries with disabilities are covered, they may be reallocated ex officio to either of the other two modalities (Maria Zambrano or the re-qualification grants) at the discretion of the Selection Committee.

Thirteen. Candidate requirements

- 13.1 Candidates must meet the following requirements:
 - a) Possess a Ph.D. degree from UAM, a private university or, having Spanish Nationality, possess a PhD Degree from a foreign university or research centre. In the latter cases, the entire postdoctoral stay must take place at the UAM, or at least the last year of the stay.
 - b) Less than two years have elapsed between the date they were awarded the PhD degree and the submission deadline.

However, the two-year period shall be extended when any of the following situations occurs:

1. Birth of a child or caring for a child in cases of adoption or in cases of foster care for the purpose of adoption or permanent guardianship, provided that the date of birth or, where appropriate, the judicial or administrative ruling, occurs between the date the PhD degree was awarded and the application deadline. A one-year extension will be applied for each child.
2. Temporary incapacity during pregnancy due to pregnancy-related causes, suspension of contract due to risk during pregnancy or risk during breastfeeding of a child under nine months. An extension equal to the justified period shall apply.
3. Temporary incapacity for reasons other than those of the previous point for a period of up to 4 consecutive months. An extension equal to the justified period shall apply.
4. Period of leave taken for childcare, caring for a relative, gender violence, or terrorist violence for a minimum period of three months. An extension equal to the justified period shall apply.
5. Reduction of working hours due to legal guardianship, direct care of a family member, or for the care of minor affected by serious illness, for a minimum period of three months, calculated in full working days. An extension equal to the justified period shall apply.
6. Caring for persons in a situation of dependency, in accordance with Spanish Law 39/2006, of 14 December, on the Promotion of Personal Autonomy and Care for Persons in a Situation of Dependency, for a minimum period of three months. An extension equal to the justified period shall apply.

These periods must be indicated and justified when the application is submitted. The application of more than one of the situations provided for in this paragraph shall be compatible, and different periods may be accumulated, provided that the justified periods do not overlap in time. When calculating the applicable extension, the justified period shall be rounded up to full months or, if several periods apply, all the justified periods shall be added together. For this purpose, the period justified on account of childbirth or childcare shall be one year for each child, from the date of birth or the court or administrative ruling.

7. An extension of two additional years shall apply for persons with a recognised disability equal to or greater than thirty-three percent.

c) Have been accepted at a public university or research centre other than the one at which they carried out their predoctoral training and obtained the PhD Degree. This admission refers to the first period of the stay.

d) If the grant is requested for stays at universities or research centres located out of Spain, or for stays at Spanish public research centres, the last year of the grant must be carried out at a Spanish public university, selected by the candidate. The last year of the stay can be carried out UAM.

- 13.2 If the candidate possess more than one PhD degree, the requirements set out in section 13.1 shall refer to the first of the PhD obtained.

Fourteen. Characteristics of the grants.

- 14.1 The grants shall be for two years, they must be developed continuously and will start on the date the beneficiary joins the host centre. The contract's start date will be 1 January 2023. For reasons of travel or delays in the visa application process or obtention of the NIE not attributable to the selected person and with the prior authorisation of the Vice Rector for Scientific Policy, the beneficiary's incorporation date may be delayed until January 9th, 2023, and in any case, resulting in an extension of the execution period beyond December 31st 2024.

- 14.2 The grants shall be formalised through of a contract within the Spanish Science, Technology and Innovation System between the selected person and the UAM, as established in articles 20 and 22 of Spanish Law 14/2011, of June 1st, on Science, Technology and Innovation
- 14.3 The annual amount of the Margarita Salas grants for young PhD holders shall be 42,000 and 33,600 euros for stages outside and within Spain, respectively.. The relevant income tax withholdings and the employer's social security contributions payable by the beneficiary and the UAM shall be deducted from the aforementioned amount. In addition, beneficiaries will receive a single payment of € 3,500 for relocation if the host centre is a university or research centre located outside of Spain and of € 1,500 if the host centre is a university or national research centre located further than 200km from Madrid. UAM will subtract an amount for contracting a group accident and civil liability insurance. The single payment for relocation will not be paid if the beneficiary resigns during the first month of the stay.

Fifteen. Compatibilities

Notwithstanding the general scheme of concurrency and accumulation of funding described in section 4 of this call, beneficiaries of these grants may collaborate in teaching activities at the host centre for a maximum of 60 hours per academic year, at their own request and with the approval of the institution.

Sixteen. Content of applications

- 16.1 The application to be completed by the candidates must include the following documentation:
 - a) Application form.
 - b) Current ID card/passport for Non-Spanish nationals.
 - c) Copy of their PhD degree or academic certification, expressly indicating the date on which the PhD degree was obtained, only in the case that the candidate obtained their doctorate by a private university.
 - d) Candidate's short curriculum vitae (CVA), in Spanish or English, according to the template provided by the Ministry of Science and Innovation, made available in the submission of applications process.
 - e) Scientific and technical achievements, in Spanish or English, over the last ten years of the host group(s) the candidate is incorporating, according to the template available in the application procedure of this call.
 - f) Brief outline of the scientific project and report justifying the impact of this stay will have on the progress of the candidate's teaching and research career, in Spanish or English, according to the template available in the application procedure of this call.
 - g) Letter of acceptance from the host centre(s), where the stays will carried out. If the last year of the stay is to be at UAM, the candidate must have the approval of a UAM supervisor and the acceptance of the Head of the Department where the stay would be carried out, according to the template available in the application procedure of this call.
 - h) Those applying in the category of persons with disabilities must state this on the application form and attach supporting document demonstrating a degree of disability equal to or greater than 33%. Those who choose to apply in this category cannot modify this once the option has been selected.
- 16.2 For the purposes of the evaluation process, only the information contained in the CVA, in the list of scientific achievements of the host group, and in the report justifying the impact of the stay up to the closing date for application submission shall be evaluated. No further update of the information contained in these documents will be possible. In the event of a request for the correction, rectification, or clarification of such documents, the information provided must refer, at most, to the

period prior to the closing date for the submission. Documents containing information not contained in the original document will not be accepted.

Seventeen. Evaluation and selection of candidates' applications.

The scientific and technical evaluation of the applications will be carried out in a single phase. Each application will be evaluated by experts in the area of knowledge selected by the candidate. The eligible areas are:

- Health Sciences.
- Legal Sciences.
- Experimental Sciences:
- Social Sciences
- Arts and Humanities.
- Engineering.

When necessary, the area of knowledge could be changed *ex officio*. In each area, an expert of recognized prestige external to the UAM will act as coordinator. Coordinator, will distribute the applications among external evaluators. The coordinator of each area will be appointed by the Rector of the UAM and will issue a single evaluation report per application, as well as prioritized list of all the applications evaluated in each area. The designation of the Coordinators of the Evaluation Commissions will be made seeking a balanced representation of men and women. The coordinator's report could be based on the opinion of external evaluators.

A Selection Committee will be constituted by the coordinators of the above mentioned areas and by three researchers within the permanent staff of UAM belonging to three different areas of knowledge within those mentioned above. These three UAM researchers will be appointed by the Rector of the UAM. Likewise, they will have a secretary, without the status of a member, who will be qualified personnel with competencies in research at the UAM, and who will act without vote. After the submission of the reports by the coordinators of the areas, the Selection Committee will meet to issue a report ranking the applications evaluated, indicating the list of grants awarded, reserved and denied. This report will be submitted to the Rector to issue the final Decision.

The scoring of applications (between 0 and 100 points) shall take into account the following evaluation criteria:

- A) The candidate's CVA (up to 50 points).
- b) Scientific and technical achievements of the host groups (up to 30 points).
- C)) Brief project outline and report justifying the impact that the stay will have on the progress of the candidate's teaching and research career. The impact of the researcher's training on the UAM's research lines will be evaluated. (up to 20 points).

The minimum score required to pass the evaluation will be 80 points.

Eighteen. Incorporation of selected beneficiaries.

18.1 The selected researcher will join the host centre on January 1st, 2023. For reasons of travel or delays in the visa application process or obtention of the NIE not attributable to the selected person and with prior authorization from the Vice-Rector responsible for Scientific Policy, incorporation may be delayed until January 9, 2023, and in any case, resulting in an extension of the execution period beyond December 31st 2024. In exceptional and duly justified cases described in the section 9 of this call, the Vice-Rector responsible for Scientific Policy of the UAM may authorize the postponement of incorporation. The request for postponement must be submitted before the end of the ordinary period of incorporation and must include a favourable report of the researcher responsible at the

host centre.

- 18.2 To make their incorporation effective, the beneficiaries must provide the following documentation to the UAM Research and Transfer Area:
- A) Acceptance of the grant within 10 days of the day following the publication of the Final Decision on the official UAM electronic notice board.
 - b) Social Security number.
 - c) Form with the bank details of the beneficiary where the payment of the grant will be made.
- 18.3 Beneficiaries must send a certificate of incorporation into the host centre to the Research and Transfer Area as soon as they effectively join the centre. Failure to begin at the host centre within the stipulated time frame will be understood as a renunciation of the grant. Any variation in the conditions considered during the evaluation of applications, or failure to submit required documents within the stipulated time frame will interrupt the process of joining the host centre and may lead to the cancellation of the grant.
- 18.4 Resignations may be covered with the candidates including in the reserve list, in accordance with the order set out by the Selection Committee.

Specific characteristics of grants for the re-qualification of university teaching staff.

Nineteen. Purpose of the grants

- 19.1 The purpose of these grants is to fund the re-qualification of UAM teaching staff through training on-site stays at public universities or public research centres other than UAM, or at public or private foreign universities or research centres.
- 19.2 A minimum of 10 grants are available, and at least 1 grant is reserved for teachers with a disability equal to or greater than 33 percent.

If any of the grants earmarked for beneficiaries with disabilities or not all of the grants available in this modality are covered, they may be reallocated ex officio to either of the other two modalities at the discretion of the Selection Committee.

Twenty. Candidate requirements

Candidates must meet the following requirements:

- a) Hold an active full-time position as Profesor Titular (PT), Profesor Contratado Doctor (PCD) or Profesor Ayudante Doctor (PAD) at the UAM..
- b) Apply to join a university or research centre other than UAM.
- c) Profesor Titular, Profesor Contratado Doctor may not have held this position for more than ten years at the time they submit their application. Special service situations, service commissions or leaves of absence, maternity/paternity leave, and long-term sickness leave shall be deducted from the length of service taken into account.

Twenty-one. Characteristics of the grants.

- 21.1 In the case of permanent faculty members, this grant may be for one or two years.

- 21.2 The PAD candidates may apply for one or two-year grants, provided that the period of execution does not exceed the end date of their contract at UAM, including possible extensions. During the period covered by the grant, they shall maintain their affiliation with UAM, without any loss of seniority. PAD candidates who, within this call period, were in their fifth year of contract will be eligible. PCD candidates contracted with a temporary nature will be also eligible. In both cases, the final allocation of grants would be conditioned to have accessed to a PCD permanent position in the date of the resolution of this call.
- 21.3 The grant may be developed discontinuously (at one or two research centres) in periods of at least six months per academic year, provided that the end date of the last planned period of the stay is before 31 December 2024. In the event that the stay is to be divided between two research centres, the application must provide the acceptance and scientific and technical achievements of the two host groups corresponding to the respective centres. The beneficiary may join the host centre (or the first one), depending on the duration of the stay, between July 1st 2023 and January 1st, 2024, provided that the end of the stay does not exceed December 31th, 2024
- 21.4 Grants for the re-qualification of university teachers shall be equivalent to their current gross salary plus an additional premium of twenty percent of that salary:
- (1) For PTs, this remuneration shall include both basic and supplementary remuneration.
 - (2) For PADs and PCDs, this remuneration will include the basic salary and salary allowances.
- 21.5 Additionally, beneficiaries who have chosen to complete their stay at a foreign university or research centre located outside Spain will retain between 50% and 75% of their gross remuneration at the UAM. If the destination centre is a prestigious university or research centre located in Spain, the beneficiaries will keep up to 50% of their gross remuneration. The final percentage in each case will be established once the grants granted and the teaching replacement requirements they require are known.
- 21.6 Finally, beneficiaries will receive a single payment of € 3,500 for relocation if the host centre is a university or research centre located outside of Spain and € 1,500 if the host centre is a university or national research centre located further 200km from Madrid. UAM will subtract an amount for contracting a group accident and civil liability insurance. The single payment for relocation will not be paid if the beneficiary resigns during the first month of the stay.
- 21.7 UAM shall issue the relevant licenses and permissions to ensure that, during the period covered by the grant, beneficiaries shall not be required to provide any teaching (including virtual teaching) or management activity at UAM. These licenses/permissions shall be granted in accordance with the procedure determined by UAM.
- 21.7 To cover the teaching needs of the departments or areas to which the grant beneficiaries are affiliated, replacement contracts may be provided.
- 21.8 The distribution of the grants shall be as follows: 40% for PADs; 40% for PCDs; and 20% for PTs. If the quota is not covered in one category, the remaining will be used to increase the percentage of grants awarded in the other categories.
- 21.9 The funding shall be terminated, regardless of the duration initially granted, if the beneficiary is no longer employed by or officially affiliated to UAM.

Twenty-two. Compatibilities

Notwithstanding the general scheme of concurrency and accumulation of funding described in section 4 of this call, beneficiaries could not contribute to teaching tasks at the host centre.

Twenty-three. Content of applications

23.1 The application to be completed by the candidates must include the following documentation:

- a) Application form.
- b) Candidate's short curriculum vitae (CVA), in Spanish or English, according to the template provided by the Ministry of Science and Innovation, made available in the submission of applications process.
- c) Scientific and technical achievements of the host at UAM, in Spanish or English, according to the template available in the application procedure of this call.
- d) Brief scientific project outline justifying the impact of the stay on the teaching, research, and scientific knowledge of the applicant, and, where appropriate, for the UAM research group. This project proposal should be provided in Spanish or English, according to the template available in the application procedure of this call.
- e) Letter of acceptance from the host centre agreeing to host the applicant, according to the model available in the application procedure of this call.
- f) Those applying in the category of persons with disabilities must state this on the application form and attach supporting documentation demonstrating a degree of disability equal to or greater than 33%. Those who choose to apply in this category cannot modify this once the option has been selected.

23.2 For the purposes of the evaluation process, only the information contained in the CVA, in the list of scientific achievements of the host group, and in the report justifying the impact of the stay up to the closing date for application submission shall be evaluated. No further update of the information contained in these documents will be possible. In the event of a request for the correction, rectification, or clarification of such documents, the information provided must refer, at most, to the period prior to the closing date for the submission. Documents containing information not contained in the original document will not be accepted.

Twenty-four. Evaluation and selection of candidates' applications.

The scientific and technical evaluation of the applications will be carried out in a single phase. Each application will be evaluated by experts in the area of knowledge selected by the candidate. The eligible areas are:

- Health Sciences.
- Legal Sciences.
- Experimental Sciences:
- Social Sciences
- Arts and Humanities.
- Engineering.

When necessary, the area of knowledge could be changed *ex officio*. In each area, an expert of recognized prestige external to the UAM will act as coordinator. Coordinator, will distribute the applications among external evaluators. The coordinator of each area will be appointed by the Rector of the UAM and will issue a single evaluation report per application, as well as prioritized list of all the applications evaluated in each area. The designation of the Coordinators of the Evaluation Commissions will be made seeking a balanced representation of men and women. The coordinator's report could be based on the opinion of external evaluators.

A Selection Committee will be constituted by the coordinators of the above mentioned areas and by three researchers within the permanent staff of UAM ~~staff~~ belonging to three different areas of knowledge within those mentioned above. These three UAM researchers will be appointed by the Rector of the UAM. ~~as well~~

as. Likewise, they will have a secretary, without the status of a member, who will be qualified personnel with competencies in research at the UAM, and who will act without vote. After the submission of the reports by the coordinators of the areas, the Selection Committee will meet to issue a report ranking the applications evaluated, indicating the list of grants awarded, reserved and denied. This report will be submitted to the Rector to issue the final Decision.

The scoring of applications (between 0 and 100 points) shall take into account the following evaluation criteria:

- a) The candidate's CVA (up to 50 points)
- b) Scientific and technical achievements of the host group. The evaluation will focus especially on the research and training activity of the UAM host group over the past 10 years (up to 30 points)
- c) Report justifying the impact of the stay on the progress of the candidate's research career, as well as on the host group. In addition, the potential impact that the María Zambrano researcher will have on the host research group by the creation of new research lines will be evaluated. (up to 20 points).

The minimum score required to pass the evaluation will be 80 points.

Specific characteristics of Maria Zambrano grants to attract international talent.

Twenty-six. Purpose of the grants

- 26.1 The purpose of these grants is to attract (to UAM) researchers with postdoctoral careers accumulated in foreign universities or research centres.
- 26.2 A minimum of 5 grants are available, and at least one grant is reserved for researchers with a disability equal to or greater than 33 percent.

If the grants earmarked for candidates with disabilities or all of the grants available in this category are not covered, they may be reallocated ex officio to either of the other two categories at the discretion of the Selection Committee.

Twenty-seven. Candidate requirements

Candidates must meet the following requirements:

- A) Possess a PhD Degree.
- b) Have postdoctoral experience of at least twenty-four months in universities or research centres located in Spain or abroad, other than the one of the defence of the PhD, by means of an employment contract or other legal relationship.
- c) At the time of application, they must hold a teaching or research position at universities or research centres located outside Spain, in which they are developing research and/or teaching activities. Applicants cannot hold any other position in the Spanish University System.
- d) Have the acceptance from a scientific supervisor belonging to the UAM host group and the approval from the corresponding Departmental Board.

Twenty-eight. Characteristics of the grants.

- 28.1 The grants shall be for two years. For three-year grants, the beneficiary must officially begin at UAM on January, 1st 2023. For reasons of travel or delays in the visa application process or obtention of the NIE not attributable to the selected person and with the prior authorisation of the Vice-Rector of

Scientific Policy, the start date may be delayed until January, 9th 2023, and in any case, resulting in an extension of the execution period beyond December 31st 2024.

- 28.2 Grants must be developed continuously.
- 28.3 The grants shall be formalised through of a contract within the frame of the Spanish Science, Technology and Innovation System between the selected person and the UAM, as established in articles 20 and 22 of Spanish Law 14/2011, of June 1st, on Science, Technology and Innovation.
- 28.4 The annual amount of the María Zambrano grants shall be 48,000 euros. The relevant income tax withholdings and the employer's social security contributions payable by the beneficiary and the UAM shall be deducted from the aforementioned amount. In addition, they will receive a single payment of €3,500 for relocation and travel expenses. UAM will subtract an amount for contracting a group accident and civil liability insurance. The single payment for relocation will not be paid if the beneficiary resigns during the first month of the stay.

Twenty-nine. Compatibilities

Notwithstanding the general scheme of concurrency and accumulation of funding described in section 4 of this call, María Zambrano researchers may collaborate in teaching activities at the host centre for a maximum of 60 hours per academic year, at their own request and with the approval of the institution.

Contracts financed within this category will be incompatible with any other kind of legal-administrative or employment relationship with entities other than UAM.

Thirty. Content of applications

- 30.2 The application to be completed by the candidates must include the following documentation:
- a) Application form.
 - b) Current ID or passport.
 - c) Candidate's short curriculum vitae (CVA) in Spanish or English, according to the template provided by the Ministry of Science and Innovation, made available in the submission of applications process.
 - d) Accreditation that the candidate has accumulated at least 24 months of post-doctoral experience through periods linked to other bodies or institutions.
 - e) Accreditation of the candidate's current affiliation with the foreign research centre or university.
 - f) Scientific and technical achievements of the host group at UAM, in Spanish or English. The term 'host group' is understood to refer to a recognised group in accordance with UAM Research Group

Regulations, approved by the Governing Body on 16 December 2016 (BOUAM 13 January 2017) or a group of researchers (maximum 4) at UAM, which the candidate will join, indicating the supervisor of the stay. Each research group may not receive more than one selected person. This document shall be completed according to the template available in the application procedure of this call.

g) Report justifying the suitability of the candidate for the research and scientific knowledge of the host group and expected impact of research activities, in Spanish or English. The contribution and impact of the candidate's stay on UAM research activities should be specified in detail, according to the template available in the application procedure of this call.

h) Letter of acceptance from the UAM scientific supervisor for the grant (belonging to the host group) and approval of the UAM Departmental Board, according to the template available in the application procedure of this call.

i) Those applying in the category of persons with disabilities must state this on the application form and attach supporting document recording a degree of disability equal to or greater than 33%. Those who choose to apply in this category cannot modify this once the option has been selected.

30.3 For the purposes of the evaluation process, only the information contained in the CVA, in the list of scientific achievements of the host group, and in the report justifying the impact of the stay up to the closing date for application submission shall be taken into account. No further update of the information contained in these documents will be possible. In the event of a request for the correction, rectification, or clarification of such documents, the information provided must refer, at most, to the period prior to the closing date for the submission of applications, and documents containing information not contained in the original document will not be accepted.

Thirty-one. Evaluation and selection of candidates' applications.

The scientific and technical evaluation of the applications will be carried out in a single phase. Each application will be evaluated by experts in the area of knowledge selected by the candidate. The eligible areas are:

- Health Sciences.
- Legal Sciences.
- Experimental Sciences:
- Social Sciences
- Arts and Humanities.
- Engineering.

When necessary, the area of knowledge could be changed *ex officio*. In each area, an expert of recognized prestige external to the UAM will act as coordinator. Coordinator, will distribute the applications among external evaluators. The coordinator of each area will be appointed by the Rector of the UAM and will issue a single evaluation report per application, as well as prioritized list of all the applications evaluated in each area. The designation of the Coordinators of the Evaluation Commissions will be made seeking a balanced representation of men and women. The coordinator's report could be based on the opinion of external evaluators.

A Selection Committee will be constituted by the coordinators of the above mentioned areas and by three researchers within the permanent staff of UAM ~~staff~~ belonging to three different areas of knowledge within those mentioned above. These three UAM researchers will be appointed by the Rector of the UAM. ~~as well as~~ Likewise, they will have a secretary, without the status of a member, who will be qualified personnel with competencies in research at the UAM, and who will act without vote. After the submission of the reports by the coordinators of the areas, the Selection Committee will meet to issue a report ranking the applications evaluated, indicating the list of grants awarded, reserved and denied. This report will be submitted to the Rector to issue the final Decision.

The scoring of applications (between 0 and 100 points) shall take into account the following evaluation criteria:

- a) The candidate's CVA (up to 50 points)
- b) Scientific and technical achievements of the host group. The evaluation will focus especially on the research and training activity of the UAM host group over the past 10 years (up to 30 points)
- c) Report justifying the impact of the stay on the progress of the candidate's research career, as well as on the host group. In addition, the potential impact that the María Zambrano researcher will have on the host research group by the creation of new research lines will be evaluated. (up to 20 points).

The minimum score required to pass the evaluation will be 80 points.

Thirty-two. Incorporation of selected beneficiaries.

- 32.1 Maria Zambrano researchers will join UAM on January 1st, 2023. For reasons of travel or delays in the visa application process or obtention of the NIE not attributable to the selected person and with prior authorization from the Vice-Rector for Scientific Policy, incorporation may be delayed until January 9th, 2023. In exceptional cases described in the section 9 of this call, the Vice-Rector for Scientific Policy of the UAM may authorize the postponement of incorporation. The request for postponement must be submitted in writing before the end of the ordinary period of incorporation and must include a favourable report of the researcher responsible at UAM.
- 32.2 To make their incorporation effective, the beneficiaries must provide the following documentation to the UAM Research and Transfer Area:
- a) Acceptance of the grant within 10 days of the day following the publication of the announcement of the Final Decision on the official UAM electronic notice board.
 - b) Social Security number.
 - c) Form with the bank details of the beneficiary where the payment of the grant will be made.
- 32.3 Failure to begin at the host centre within the stipulated time frame will be understood as a renunciation of the grant. Any variation in the conditions taken into account for the evaluation of applications, or failure to submit required documents within the stipulated time frame will interrupt the process of joining the host centre and may lead to the cancellation of the grant.
- 32.4 The resignation may be covered by researchers included in the reserve list.

Appeals procedure

Thirty-three. Appeals against this competitive process.

- 33.1 Against the resolution of this call, which puts an end to the administrative procedure, an appeal for reconsideration may be filed, before the Rector of the UAM, within a period of one month from the day following the date of its publication in the official electronic bulletin board of the UAM.

- 33.2 Notwithstanding the above, a judicial-administrative appeal may be lodged against the resolution of this call, or, where appropriate, against the outcome of the appeal to reverse the final decision, with the Judicial-Administrative Courts of Madrid within two months if the resolution is express, or six months otherwise, in accordance with articles 9.1(c) and 46.1 of Law 29/1998, of 13 July, regulating Judicial-Administrative Jurisdiction.
- 33.3 Where an appeal has been lodged to reverse the outcome of the initial call, a judicial-administrative appeal may not be lodged until this first appeal has been expressly resolved or dismissed on the grounds of administrative silence.

Authority for Development

Thirty-four. The Vice-Rector responsible for Scientific Policy at UAM is hereby authorised to issue any instructions necessary for the development and implementation of this Resolution.

Madrid, March 18th 2022

The Rector,