

The logo for CIMNE, consisting of the letters 'CIMNE' in a bold, white, sans-serif font, followed by a registered trademark symbol (®). The logo is positioned in the upper right corner of the page, set against a background of overlapping, semi-transparent geometric shapes in various colors including orange, blue, green, and purple.

**CIMNE<sup>®</sup>**

# **Career Development Plan**



## Personnel at CIMNE:

- **RTD Personnel**
  - **Research Scientist**
  - **Staff Scientist**
  - **Research Engineer**
  - **Visiting Scientist**
- **Administration Staff**
- **Technical Staff**



## Research Scientists

- **Education Position**
  - PhD student
  - Master student
- **Tenure Track Positions**
  - Postdoctoral Researcher
  - Assistant Research Professor
- **Tenure Positions**
  - Associate Research Professor
  - Full Research Professor
- **Staff Scientists**

## Road map of evaluations

### Postdoctoral Researcher:

#### First Evaluation:

- Salary Increase
- Continue Tenure Track as PostDoc or promotion to Assistant Research Professor

#### Second Evaluation:

- Salary Increase
- Promotion to Assistant Res. Prof. or leaves Tenure Track

### Assistant Research Professor

#### First Evaluation:

- Salary Increase
- Continue Tenure Track as Staff Scientist, or promotion to Assistant ResearchProf.

#### Second Evaluation:

- Salary Increase
- Promotion to Associate Research Prof. or leaves Tenure Track

### Associate Research Professor

### Full Research Professor :

#### Four-year Evaluation:

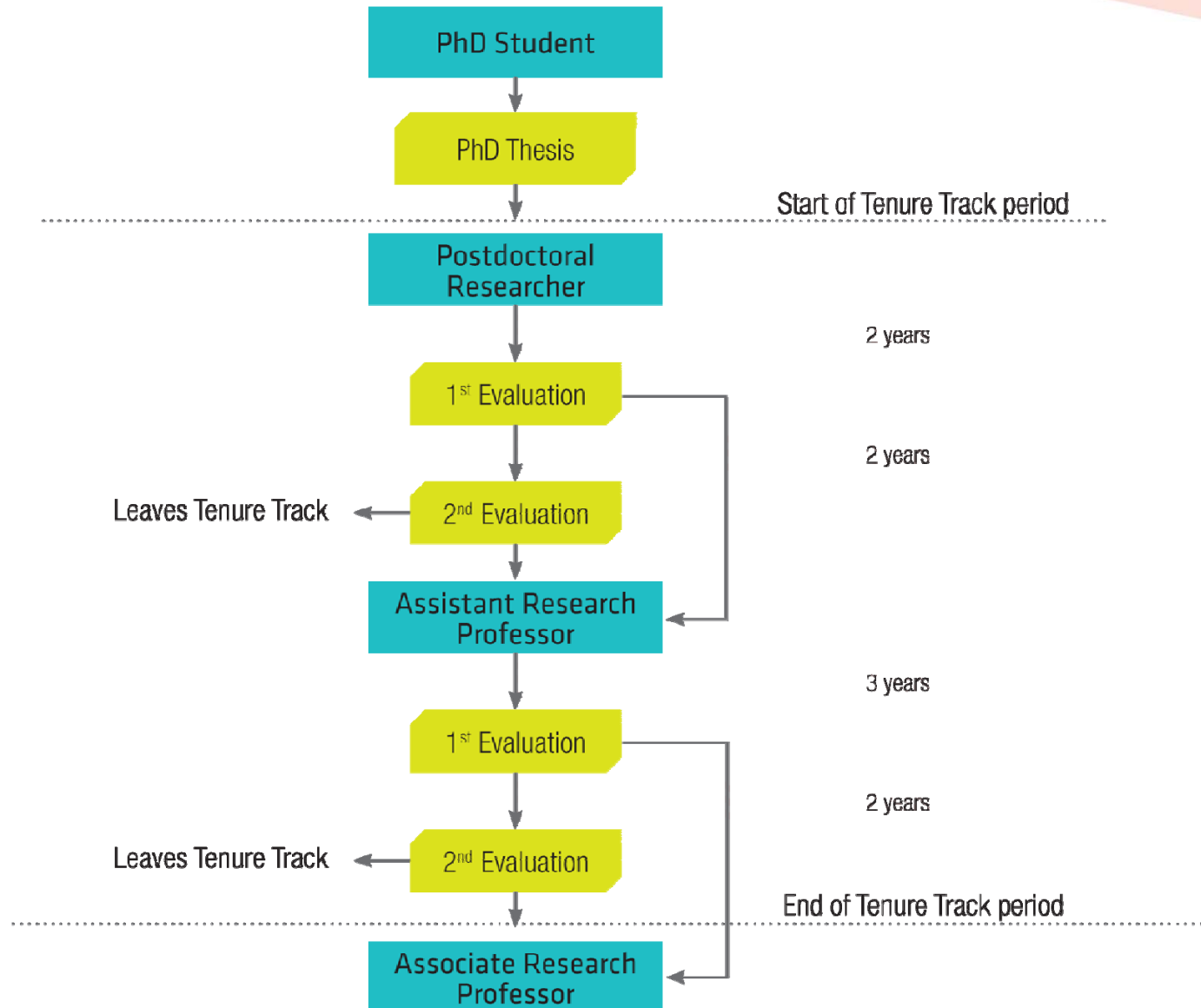
- Salary Increase



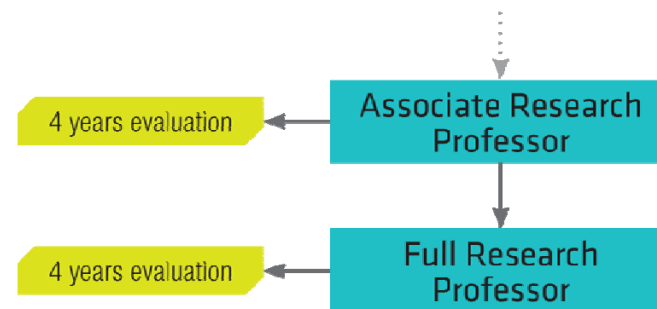
## Typical time scales and age of Research Scientists

	Years in the position	Age
Doctorate Student	<b>3-4</b>	<b>25-29</b>
Postdoctoral Researcher	<b>4 (2+2)</b>	<b>29-33</b>
Assistant Research Professor	<b>5 (3+2)</b>	<b>33-40+</b>
Associated Research Professor	<b>4+</b>	<b>41+</b>
Full Research Professor	<b>-</b>	<b>50+</b>

# Carrera Investigadora



# Carrera Investigadora



## Postdoctoral Researcher

*1st Evaluation (years 1 and 2):*

***Evaluation criteria for passing to the 2d period as Postdoctoral Researcher :***

- **Papers in JCR journals**
- **RTD proposals accepted** in the period (directly written by the PostDoc)
- Participation in at least **1 RTD project** (coordinated by the PostDoc or others)
- Participation in international conferences and meeting
- Software developments at CIMNE
- Involvement in academic, administrative and dissemination activities at CIMNE
- Other merits



## Post-Doctoral Researcher

1st Evaluation (years 1 and 2):

### **Criteria for fast track promotion to Assistant Research Professor:**

- **Papers in JCR journals** (equivalence to requirements to **Contratado Doctor o Profesor Lector**)
- **RTD proposals accepted** in the period (directly written by the PostDoc)
- **Participation in RTD projects** (coordinated by the PostDoc or others)
- Participation in international conferences and meetings
- Involvement in academic, administrative and dissemination activities at CIMNE
- Other merits

## Post-Doctoral Researcher

2nd Evaluation (years 1, 2, 3 and 4):

**Criteria for promotion to Assistant Research Professor:**

- **Papers in JCR journals** (equivalence to requirements for ***Contratado Doctor o Profesor Lector***)
- **RTD proposals** submitted in the period (directly written by the PostDoc)
- Participation in **RTD projects** (coordinated by the PostDoc or others)
- Participation in international conferences and meetings
- Software developments at CIMNE
- Involvement in academic, administrative and dissemination activities at CIMNE
- Other merits



**Candidates not fulfilling above requirements will leave the Tenure Track**

## Assistant Research Professor

### 1st Evaluation (years 1, 2 and 3):

- **Papers in JCR journals** accepted.
- **RTD proposals** (directly written by the Assistant Research Professor )
- Participation in **2 RTD projects** (coordinated by the Assistant Research Professor or others)
- Participation in international conferences and meetings
- Supervision of PhD and Master Thesis
- Software developments at CIMNE
- Teaching activity
- Involvement in academic, administrative and dissemination activities at CIMNE
- Other merits

## Assistant Research Professor

1st Evaluation (years 1, 2 and 3):

***Fast track criteria for getting a Tenure position and becoming Associate Research Professor:***

- **Papers in JCR journals** accepted (equivalence to the requirements for ***Prof. Agregado o Titular de Universidad***)
- **RTD proposals accepted** in the period ( written by the Assistant Research Professor)
- Participation **RTD projects** (coordinated by the Assistant Research Professor or others)
- Participation in international conferences and meetings
- Supervision of PhD and MasterThesis
- Software developments at CIMNE
- Teaching activity
- Involvement in academic, administrative and dissemination activities at CIMNE
- Other merits

## Assistant Research Professor

### 2nd Evaluation (years 1, 2, 3, 4 and 5):

### **Requirements for getting a Tenure Position as Associate Research Professor:**

- Papers in **JCR journals** accepted (equivalence to the requirements for **Prof. Agregado o Titular de Universidad** )
- **RTD proposals** submitted in the period and written by the Assistant Research Professor
- Participation in at least **3 RTD projects** (coordinated by the Assistant Research Professor or others)
- Participation in international conferences and meetings
- Supervision of PhD and Master Thesis
- Software developments at CIMNE
- Teaching activity
- Involvement in academic, administrative and dissemination activities at CIMNE
- Other merits



**Candidates not fulfilling above requirements will leave the Tenure Track**

## Associate Research Professor

### *Four-year periodic evaluation:*

- **Papers in JCR journals** accepted in the period
- A minimum of **5 RTD proposals** submitted in the period ( written by the Associate Research Professor or a person of his/her group)
- Participation in at least **3 RTD projects** (coordinated by the Associate Research Professor or others)
- Publication of books and monographs
- Supervision of PhD and Master Thesis
- Participation in international conferences and meetings
- Software developments at CIMNE of his/her group
- Teaching activity
- Involvement in academic, administrative and dissemination activities at CIMNE
- Other merits

## Full Research Professor

### *Four-year periodic evaluation:*

- Papers in **JCR journals**
- A minimum of **7 RTD proposals** submitted in the period ( written by the Full Research Professor or a person from his/her group)
- Participation in at least **4 RTD projects** (coordinated by the Full Research Professor or others)
- Publication of books and monographs
- Supervision of PhD and Master Thesis
- Participation in international conferences and meetings
- Software developments at CIMNE of his/her group
- Teaching activity
- Involvement in academic, administrative and dissemination activities at CIMNE
- Other merits

## Staff Scientists:

- **Evaluated every 3 years**
- Evaluation Criteria:
  - RTD proposals submitted in the period
  - Participation in RTD projects (coordinated by the Staff Scientist or others)
  - Involvement in RTD, administrative and technology transfer activities
  - Software developments at CIMNE
  - Papers in JCR journals
  - Other publications
  - Cooperation with CIMNE spin-off companies
  - Other RTD, academic and professional merits

Effect of positive evaluation: Salary increase

Effect of 2 consecutive negative evaluations: Leaves CIMNE



## Research Engineers:

- Evaluated every 3 years
- Evaluation Criteria:
  - Software and technical developments at CIMNE
  - RTD proposals submitted in the period
  - Participation in RTD projects (coordinated by the Research Engineer or others) Involvement in RTD, administrative and technology transfer activities
  - Cooperation with CIMNE spin-off companies
  - Other RTD and professional merits

Effect of positive evaluation: Salary increase

Effect of 2 consecutive negative evaluations: Leaves CIMNE

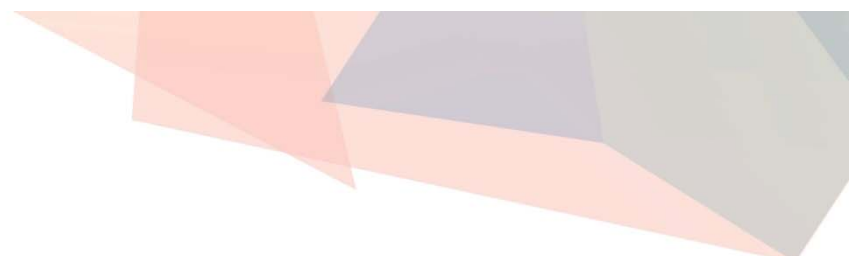


## Conditions for promotion to Associate and Full Research Professor

- Number of positions available
- Compatibility with academic positions at UPC and/or other universities
- Compatibility with similar research positions awarded by other organisations (i.e. ICREA)

### Examples of some equivalences

- Juan de la Cierva/ Beatriu de Pinós award: equivalent to Assistant Research Professor
- Ramón y Cajal: equivalent to Associate Research Professor
- Awardee of Starting Grant of ERC: equivalent to Associate Research Professor
- Awardee of Advanced Grant of ERC: equivalent to Full Research Professor
- ICREA Research Professor: equivalent to Full Research Professor



## Evaluation Committees:

<b>Post Docs</b>	CIMNE Director + 2 evaluators appointed by SAC/CIMNE
<b>Assistant Research Professor</b>	2 member of the SAC + CIMNE Director + 2 external evaluators appointed by CIMNE
<b>Associated Research Professor</b>	2 members of the SAC + CIMNE Director + 2 external evaluators appointed by CIMNE
<b>Full Research Professor</b>	2 members of the SAC + CIMNE Director + 2 external evaluators appointed by CIMNE

**SAC= Scientific Advisory Commitee**

**Members of the SAC can carry out the evaluation in a non presential manner**



## Typical salary scales:

<b>PhD Student</b>	18.000 EUR/year
<b>Post Doc</b>	28.000 – 35.000 EUR/year
<b>Assistant Research Professor</b>	40.000 – 45.000 EUR/year
<b>Associate Research Professor</b>	45.000 – 55.000 EUR/year
<b>Full Research Professor</b>	55.000 – 60.000 EUR/year

- 1. Salaries will depend on the financial availability of CIMNE**
- 2. Salaries will be equal or greater to those of the equivalent academic positions at UPC**