

FSRC-DIR-01

FOUR-STAGE RESEARCH CAREER

	Approved:
Position:	Manager
Name:	Gerardo Arévalo
Signature:	
Date:	See electronic signature

INDEX

1.	INTRODUCTION	3
2.	FOUR-STAGE PROFESSIONAL CAREER SCHEME	4
3.	TRANSITIONS BETWEEN CAREER STAGES.....	10
4.	FOLLOW-UP OF THE RESEARCHER CAREER.....	14
5.	BIBLIOGRAPHY.....	16
6.	APPENDIXES.....	16

1. INTRODUCTION

The Fundación para la Investigación del Cáncer de la Universidad de Salamanca (Cancer Research Foundation of the University of Salamanca, hereafter FICUS) is a non-profit public foundation responsible for promoting, managing, and providing administrative and scientific-technical support to the research groups of the Cancer Research Center-Institute of Molecular and Cellular Cancer Biology of Salamanca (hereinafter CIC-IBMCC or Center) as stated in Article 6 of its Statutes.

The CIC-IBMCC is in turn composed of scientific, healthcare, technical, or administrative personnel primarily affiliated with the Spanish National Research Council (CSIC), the University of Salamanca, or the FICUS itself. Some of these individuals may also have alternative institutional affiliations with the SACyL (Healthcare of Castilla y León), the Salamanca Institute of Biomedical Research (IBSAL), or the Biomedical Research Networking Center (CIBER).

Based on this structure, the contracts of research scientists made in the context of the CIC-IBMCC can be established according to the following tracks:

- The FICUS itself, which are contracts usually associated with short-term (predoctoral, postdoctoral personnel) or long-term (technical personnel) contracts. Only occasionally, the FICUS can hire either junior or senior principal investigators (from now on PIs) that will be eventually get tenured positions exclusively through the CSIC, the University of Salamanca or other affiliated institutions to the CIC-IBMCC (see below). The FICUS has an active HRS4R accreditation that regulates all personnel-related issues (<https://www.cicancer.org/about-cic/hrs4r>).
- The CSIC, using non-tenured temporal (predoctoral, postdoctoral), tenured-track (e.g., Ramón y Cajal and other junior PIs), or tenured (senior PIs in the categories Tenured Scientist, Staff Scientist, and Research Professor) positions. The CSIC also has an active HRS4R accreditation (<https://www.csic.es/es/formacion-y-empleo/estrategia-de-recursos-humanos-para-investigadores-hrs4r>).
- The University of Salamanca, using non-tenured temporary (predoctoral, postdoctoral), tenure-track (e.g., Ramón y Cajal, profesor/a contratado/a doctor/a), or tenured (associate professor and full professors) contracts. The Univ. Salamanca also has its own HRS4R program (<https://investigacion.usal.es/en/research-strategies#hrs4r:USAL>).
- Other institutions affiliated to the CIC-IBMCC, such as the SACyL (non-tenured, tenured-track and tenured) or the CIBER (non-tenured contracts).

2. FOUR-STAGE PROFESSIONAL CAREER SCHEME

Due to the structure of the Center indicated in Chapter 1, the personnel associated to the CIC-IBMCC might follow either separate (by each institution) or intertwined (FICUS-CSIC, FICUS-University of Salamanca or FICUS-other institutions) avenues in their promotion.

The personnel associated with the CSIC, University of Salamanca, SACyL, and other potential affiliated institutions are selected and promoted according to the internal regulations of each of those institutions, the specific public calls they are associated with, and the regulations set forth by the Spanish Ministry of Universities, the Spanish Ministry of Science and Innovation, and the Spanish Ministry of Public Administrations. Tenured positions at the CSIC and Univ. of Salamanca are civil-servant positions

The professional career steps of the scientific personnel of the FICUS will be regulated by the policies established in the present guideline, following the four-stage HRS4R framework that begins with the training of researchers through Ph.D. programs and continue in a stepwise process until eventually reaching the independent researcher status^{1,2,3}. In any case, and to keep uniformity among all the scientific personnel working at the CIC-IBMCC, the FICUS has implemented the a common 4-step career ladder independently of the institution they are affiliated to. These steps are:

EU Level	Designation	CIC-IBMCC research career ladder	
R1	Predoctoral researcher	R1	Predoctoral researcher
R2	Research associate	R2A	Postdoctoral researcher
		R2B	Senior postdoctoral researcher
		R2C	Tenure-track researcher
R3	Established researcher	R3B	Accredited researcher
		R3C	Junior group leader
R4	Senior researcher	R4A	Lab Chief
		R4B	Lab co-PI

- Each stage (R1 to R4) contains a special itinerary for researchers who carry out either academic research or clinical activities in the Center (clinician scientists).
- Importantly, R3 and R4 levels require obtaining stable, permanent positions from the CSIC, University of Salamanca, OR the CyL Health System. The FICUS will only grant this positions exceptionally due to: (a) Their main aim is provide technical support to CIC-IBMCC groups. (b) No budget is available from the participating entities to establish these tenured positions).

- Due to the complexity and diversity of profiles, the foregoing levels have been subdivided into different subcategories (A, B, C, as appropriate).
- The R2C and R3B stages are considered temporary level periods with possibility to become consolidated R4A or R4B researcher positions upon evaluation by the ESAB.

The main features of each of these position levels are indicated below:

R1 LEVEL (PREDOCTORAL RESEARCHER)

R1. Predoctoral researcher

Individuals who are at the early stage (< 5 years) of their research career and have not yet reached the Ph.D. grade. They always carry out their research activities under the supervision of a mentor. People at this research level need to have student status (enrollment in the Ph.D. Program of the Center) and have to be employed by the CSIC, University of Salamanca, the CyL Health System, FICUS through either direct funds or using predoctoral fellowships granted by other organizations (governmental, charity, etc.). They have limited teaching responsibilities. According to the CIC-IBMCC Strategic Plan, our Training Program encourages that R1 researchers go elsewhere (namely, top foreign institutions) to get postdoctoral training.

- **PhD-Fellows.** Competitive calls from the CSIC (e.g., JAE-Predoc), University of Salamanca (predoctoral contracts), regional autonomous government, the Spanish government (FPI, FPU, PFIS and iPFIS), AECC, and other organizations alike. Duration: 4 years.
- **MD/PhD-RH (Residents, Río Hortega).** Competitive call from the Spanish government (ISCIII) for clinically-oriented fellows. Duration: 2 years.
- **PhD-Other.** Non-competitive positions which usually depend on grants or private funds from a more senior researcher. Duration: 4 years.

R2 LEVEL (RESEARCH ASSOCIATE)

R2A-Postdoctoral Researcher

Individuals who hold a doctoral degree and are engaged in temporary periods of mentored advanced training to further enhance their professional skills and independence to subsequently pursue their self-chosen future career steps. They still do not have their own grants as principal investigator (PI). Their contracts are supported from grants of their mentors or from fellowships from different organizations. They have limited teaching responsibilities beyond assistance to R1

level researchers of the same lab. According to the CIC-IBMCC Strategic Plan, these investigators must have carried out their Ph.D. training elsewhere. As an exception, CIC-IBMCC R1 scientists may be hired as R2As in order to finish experimental work and/or publish results from their previous Ph.D. research work.

- **Postdoctoral Fellow (type 1).** Contracts from competitive calls from CSIC (e.g., JAE-doc), University of Salamanca, the Castilla y León government, the Spanish government (e.g., Juan de la Cierva, Sara Borrell, etc), European Union (Marie Skłodowska-Curie Actions), AECC, and organizations alike. Duration: 2-4 years
- **Postdoctoral Fellow (type 2).** Contracts from grants or private funds obtained by the PI's group. Duration: variable, ideally less than 5 years.
- Postdoctoral researchers who have obtained the Ph.D. degree more than 10 years ago will be automatically considered as Senior postdoctoral researcher (R2B level)

R2B–Senior Postdoctoral Researcher

Associate researchers who obtained the Ph.D. degree more than 10 years ago and have had full-time dedication to research activity during this period. They may act as thesis co-supervisors but they are not independent researchers nor Principal Investigators (PI). Their contracts are supported from grants from the PI's group leader or from other sources (e.g., University of Salamanca academic positions, CyL Health System's clinical positions). Alternatively, their contracts can come from competitive funding linked to a specific laboratory. They have limited teaching responsibilities beyond assistance to R1 level researchers of the same lab. This position is not linked to independent lab space.

- **Senior Postdoctoral Researcher (type 1, academic career ladder).** Contracts from competitive calls from the Spanish government (e.g., Ramón y Cajal, Miguel Servet, Joan Rodès), AECC (Senior Researcher calls), La Caixa (Junior Leader program). Duration: 4-5 years.
- **Senior Postdoctoral Researcher (type 2, clinical career ladder).** Contracts from other sources (e.g., academic and clinical appointees at the University of Salamanca and the CyL Health System, respectively). Duration: variable.
- **Senior Postdoctoral Researcher (type 3, other).** Non-competitive positions described above. Duration: variable.

R2C–Tenure-track Researcher

Independent researchers recruited to the Center by the CIC-IBMCC Running Committee, under advice from the ESAB, with an aim at becoming future group leaders at the CIC-IBMCC. They are generally holding a temporary position to start their PI positions. Their contract comes from competitive calls (e.g., Spanish Government, AECC, La Caixa, etc) directly applied to by the Center. They may have limited teaching activities beyond guiding other researchers of their own group. Researchers may be supported by their own grants, and participate in the CIC-IBMCC Training Programs (master, Ph.D.). This position is entitled to independent lab space assigned by the CIC-IBMCC Running Committee.

- **Tenure-track Researcher.** Contracts from competitive calls from the Spanish government (e.g., Ramón y Cajal-1&2, Miguel Servet, Joan Rodès, and alike). Duration: 4-5 years. During the last year of this level, R2C researchers can be subjected to evaluation for promotion to either Accredited Researcher (R3A) or Junior Group Leader (R3B) level.

R3 LEVEL (ESTABLISHED RESEARCHER)

R3A–Accredited Researcher

Researchers who make valuable contributions in terms of scientific productivity, fundraising, mentoring of students, etc. within a research group led by another researcher. They may have their own grants as PIs and sign papers as senior authors. Some researchers may remain in this category for the rest of their careers, and thus, these positions may eventually become permanent. Teaching activities associated to their research work and participation in the CIC-IBMCC Training Programs (master, Ph.D.). Appointees from the University of Salamanca may also have teaching responsibilities at the undergraduate level. This position is not linked to independent lab space.

- **Accredited Researcher (type 1, academic career ladder).** Individuals holding an academic or research position from the CSIC or the University of Salamanca at any tenured or non-tenured (e.g., ayudante, contratado/a doctor/a) level who have obtained the accreditation as CIC-IBMCC researchers by the CIC-IBMCC Running Committee and ESAB (see accreditation requirements in each case). Contract type: permanent (evaluation every 5 years).
- **Accredited Researcher (type 2, clinical career ladder).** Medical staff specialists from the CyL Health System who have obtained the accreditation as CIC-IBMCC researcher by the CIC-IBMCC Running Committee and ESAB. Contract type: permanent (evaluation every 5 years).

- **Accredited Researcher (type 3, other).** Holding non-competitive positions, usually depending on grants or private funds obtained by their P.I. Group Leader. R2C researchers who have a strong research CV may be considered in this category even if they do not yet have a permanent position. The recognition will need the approval of the CIC-IBMCC Running Committee. Possibility to apply for funding as PI will be limited by the contract duration (or available funds) and analyzed on a case-by-case basis. Duration: variable and renewable. Positions fully funded by the research group (evaluation by Group Leader).

R3B–Junior Group Leader

Outstanding young scientists with demonstrated excellent track record and clear future research ambitions to become leaders on their research area. They must have a clear independent research line and funding. Teaching activities associated with the CIC-IBMCC Training Program (master, Ph.D.) and/or the academic activities of the University of Salamanca. This position is entitled to lab space, assigned by the CIC-IBMCC Running Committee, according to group size, productivity, and funding.

- **Junior Group Leader (type 1 academic career ladder).** Young scientists with demonstrated excellent track record and clear independent research ambitions who have obtained an academic or research position at the CSIC (Científico/a Titular), the University of Salamanca (Profesor/a contratado/a doctor/a, Profesor/a titular) or FICUS after having a R2C **Tenure-track Researcher** position. Alternatively, same type of professionals that are recruited to CIC-IBMCC from outside organizations. Duration: **5 years**. Contract type: permanent.
- **Junior Group Leader (type 2, clinical career ladder).** Outstanding young medical staff specialists and researchers from the CyL Health System. Contract type: permanent. Duration: 5 years. Contract type: permanent.

During last year of the JGL position, R3B researchers will be evaluated by the CIC-IBMCC Running Committee and the ESAB to consider promotion to R4 level.

R4 LEVEL (SENIOR RESEARCHER)

R4A Lab Chief

Researchers leading their research area or field. They publish influential papers (breakthroughs) and have international reputation based on research excellence in their field, strategic vision on the future, and broader implications of their research. They also serve on workshop and conference

organizing committees and deliver invited talks. Teaching activities associated with the CIC-IBMCC Training Program (master, Ph.D.) and/or the academic activities of the University of Salamanca depending on the institution they belong to. Entitled to lab space according to group size, productivity, and funding. The Lab Chief is responsible for running and overseeing all activities within the group and assigning space to researchers within his own lab space.

- **R4A Lab Chief (type 1, academic career ladder).** PI holding a permanent position as either CSIC (Científico/a Titular with 5 years of experience, Investigador/a Científico/a, Profesor/a de Investigación) or University of Salamanca (Profesor/a Titular with 5 years of experience, Catedrático/a de universidad) researchers who have been accepted as such upon ESAB evaluation. Same type of professionals directly recruited from competitive calls or outside organizations. Contract type: usually tenured by government organization or, less frequently, permanent contract from other institutions (evaluation every 5 years in both cases).
- **R4A Lab Chief (type 2, clinical career ladder).** Medical staff specialists and researchers of the CyL Health System who have been promoted to Senior Group Leaders after evaluation by the ESAB. Same type of professionals directly recruited from competitive calls or outside organizations. Contract type: tenured. Alternatively, same type of professionals that were recruited to the CIC and IBMCC from outside organizations.

R4B Lab co-PI

Experienced researchers who share significant leadership roles with their R4 Lab Chief (shared grants, shared clinical research-related responsibilities, etc). Teaching activities associated with the CIC-IBMCC Training Program (master, Ph.D.) and/or the academic activities of the University of Salamanca depending on the institution they belong to. They are not entitled to lab space other than that shared with the Lab Chief Group Leader. Appointment to this type of position must be requested by the Senior Group Leader and Lab Chief of the group to which the proposed Co-PI Group Leader belongs.

- **Lab co-PI (type 1, academic career ladder).** Tenured researchers from CSIC or University of Salamanca who act as co-PIs in competitive grants along with the R4 Senior Group Leader/Lab Chief on a routine basis. The position of Lab Chief may be eventually exchanged among different Co-PI group leaders of the same Lab based on their currently ongoing scientific leadership and upon prior approval by the CIC-IBMCC Running Committee and ESAB. Contract type: Tenured (evaluation every 5 years).

- **Lab co-PI (type 2, clinical career ladder).** Medical staff specialists or researchers of the CyL Health System who act as co-PIs in clinical research projects along with the R4 Group Leader/Lab Chief on a routine basis. In this case, the co-PI Group Leader status refers to shared grants or clinical activities (e.g., clinical trials, patient-based research initiatives). The position of Lab Chief may be eventually exchanged among the different Co-PI group leaders of the same Lab based on their currently ongoing scientific leadership and upon prior approval by the CIC-IBMCC Running Committee and ESAB. Contract type: Tenured (evaluation every 5 years).

3. TRANSITIONS BETWEEN CAREER STAGES

R1 (Predoctoral researcher) to R2A (Postdoctoral researcher)

Thesis defense and promotion to a position that has as a requirement to be a Ph.D. holder. However, according to our Training Program strategic plan, CIC and IBMCC R1 level researchers are encouraged to obtain further postdoctoral training in international centers rather than staying at our Center. As an exception, CIC-IBMCC R1 scientists can be hired as R2As to finish experimental work to publish results from their previous Ph.D. work.

R2A (postdoctoral researcher) to R2B (Assistant researcher)

R2A researchers will transition to the R2B level five years after holding an R2A position. R2A can also transition to the R2C level (if they achieve contracts similar to those required for R2C researchers).

R2C (Tenure-track Researcher) to R3 (R3B-Junior Group Leader) or R3A- (Accredited Researcher)

The low number of R3B positions compared to postdoctoral positions is often seen as a bottleneck in a research career path. As a result, R3B positions are highly competitive and usually require extensive and productive international experience. It is also a pre-requisite that the candidates will achieve a permanent position by any of the institutions that form part of the CIC-IBMCC.

Outside scientists can get a direct R3B position at the CIC-IBMCC if fulfilling the same promotion requirements. They are entitled to the same opportunities than those that are promoted internally.

Requirements to be recognized as a R3B (Junior Group Leader)

- Achieving a permanent position at any of the institutions that participate in the CIC-IBMCC.
- Track record (CV):
 - Demonstration of being able to lead excellent original and independent research with relevant impact in the field.
 - Relevant publications in the field, especially those in which the candidate acted as main author (first, senior and corresponding author).
 - Demonstrated ability to get research funds (national, international, private, human resources).
 - Transfer of knowledge.
 - Active participation in clinical trials and other activities (just in the case of R3B-2 type positions).
 - Invited international conferences.
 - Ph.D. thesis supervisions.
 - National and international collaborations.
 - Active participation in day-to-day activities of the Center (e.g. core grants, teaching in master program, organization of seminars, etc.).
- Five-year research proposal (scientific quality, feasibility, and impact in the scientific field) and alignment with the research goals of any of the Scientific Research Programs of the Center.

The expected minimum requirements (publications, funded research projects, thesis supervision and others) to be recognized as **R3B–Junior Group Leader** are shown in **Appendix 1**.

The evaluation may give three possible outcomes:

- **A: Outstanding performance:** recognition as R3B–Junior Group Leader.
- **B: Satisfactory performance:** recognition as R3A–Accredited Researcher might be considered in agreement with the Group Leader of the hosting group.
- **C; Unsatisfactory performance:** no recognition as R3B or R3A level researcher. They can stay as R2B–Assistant researchers at the CIC-IBMCC if accepted by a Group Leader.

R3B (Junior Group Leader) to R4A (Lab Chief)

R3B–Junior Group Leaders will be considered for promotion to Lab Chiefs (R4A) after a five-year period. The evaluation will be conducted using the following stepwise protocol: **(i)** Approval by the

CIC-IBMCC Running Committee. **(ii)** Submission of application materials to the CIC-IBMCC ESAB. **(iii)** Evaluation by the CIC-IBMCC ESAB. The evaluation will rely on the scientific leadership capacity, institutional integration of the candidate, and the research project proposed.

In addition to internal promotions, outside scientists can be incorporated as R4. They are entitled to the same opportunities to those that are promoted internally.

Internal promotion:

The following parameters will be considered:

- Track record (CV):
 - Sustained record of conducting excellent relevant research that has a major impact on the field and/or changes clinical practice.
 - Publications with impact in the field as main author (senior and corresponding author).
 - Percentage of papers in Q1 higher than 75%.
 - Capacity to get research funds (national, international, private, human resources).
 - Transfer of knowledge.
 - Active participation in clinical trials and activities alike (only for R4A-2 type positions).
 - Invited international conferences.
 - Thesis supervisions.
 - National and international collaborations.
 - Active participation in day-to-day activities of the Center (e.g., core grants, teaching in master program, organization of seminars, etc.).
- Five-year research proposal (scientific quality, feasibility, and impact in the scientific field) and alignment with the research goals of any of the Scientific Research Programs of the Center.

The expected minimum requirements (publications, funded research projects, thesis supervision and others) to be recognized as **R4A–Senior Group Leader** are shown in **Appendix 1**.

The evaluation may give several possible outcomes:

- **A: Outstanding performance:** recognition as R4A–Senior Group Leader/Lab Chief.
- **B: Satisfactory performance:** no recognition as R4A. Candidate can stay as a R3A–Accredited Researcher in agreement with the CIC-IBMCC Running Committee and the Group Leader of the

hosting group. He/she can apply to R4 after a three-year period. No applications will be accepted thereafter.

- **C; Unsatisfactory performance:** no recognition as R4A. Candidate can stay as a R3A-Accredited Researcher in agreement with the CIC-IBMCC Running Committee and the Group Leader of the hosting group. No further applications to R4 promotions will be accepted.
- **D; Deficient performance:** the candidate will not continue working at the CIC-IBMCC.

R4B (Lab co-PI)

This figure will be highly limited to specific cases and should not be considered as standard. They will be proposed by a given R4A-Lab Chief, agreed upon by the CIC-IBMCC Running Committee, and approved by the CIC-IBMCC ESAB. In general, the requirements to achieve the R4B-Lab co-PI position will be similar to those used for the R4A Lab Chief position. Specific conditions will also vary depending on whether the focus of the group is either basic or clinical research. These positions are associated with a co-leadership position within a specific research group of the Center, although it is not associated with independent lab space. Conditions are specified below:

R4B-Lab Co-PI (type 1, academic preclinical research ladder)

Only **one R4B Lab co-PI position** per Lab group (besides the Senior Group Leader that acts as formal Lab Chief) will be allowed. Conditions to be considered in the evaluation include:

- o Work carried out in the same lab as the R4A-Senior Group Leader of the same CIC-IBMCC research group.
- o Number of projects in which the applicant shares a co-IP position with the R4A-Senior Group Leader of the same research group in national or international grants (minimal requirement: 2 projects in the last evaluation calls without gaps between them).
- o Long-term record of shared publications with the R4A-Senior Group Leader of the same research group.
- o Number of theses co-directed with the R4A-Senior Group Leader of the same research group.
- o Active participation in day-to-day activities of the Center (e.g., core grants, teaching in master program, organization of seminars, etc.).
- o Research quality of the applicant according to the evaluation criteria indicated for the R3B-to-R4A transition.

R4B-Lab co-PI (type 2, clinical research ladder)

Only **2 Group co-PI** positions per group (besides the one acting as Senior Group Leader/Lab Chief) will be allowed. Conditions to be considered in the evaluation include:

- o Working in the same clinical group as the R4A-Lab Chief of the same research group at the CIC-IBMCC of the CyL Health System.
- o Level of integration within the overall research plan of the group (e.g., same pathology or pathological subtype).
- o Number of projects in which the applicants share a co-IP position with the R4A-Lab Chief of the same research group.
- o Long-term record of shared publications with the R4A-Lab Chief of the same research group.
- o Active participation in day-to-day activities of the Center (e.g., core grants, teaching in master program, organization of seminars, etc.).
- o High standards of clinical leadership at the national levels comparable to those indicated for the R3B-to-R4A transition in terms of publications, research projects, transference, and internationalization.

4. FOLLOW-UP OF THE RESEARCHER CAREER

All the permanent positions at the CIC-IBMCC will be subjected to regular evaluations as part of the follow-up process of their research careers. These are indicated below:

R3A–Accredited Researcher

First evaluation after three years and then every five years. The minimum requirements to ensure the renewal of the Accredited Researcher position are shown in Appendix 2. The fulfillment of these criteria will be examined by: **(a)** Evaluation by the R4A-Lab Chief to which the R3A position is assigned. **(b)** Evaluation by an internal commission. **(c)** Final decision taken by the CIC-IBMCC Scientific Advisory Board and the approval of the Running Committee Board. The evaluation will give three possible outcomes:

- **A; Satisfactory performance:** the researcher fulfils the evaluation requirements to renew the position. Candidate can stay as a R3A-Accredited Researcher in agreement with the CIC-IBMCC Running Committee and the Group Leader of the hosting group. He/she can apply to R4 after a three-year period.

- **B; Unsatisfactory performance:** the researcher does not fulfil the evaluation requirements to renew the position. Candidate can stay as a R3A-Accredited Researcher in agreement with the CIC-IBMCC Running Committee and the Group Leader of the hosting group for one extra evaluation cycle. Third evaluation with the same score will lead to the loss of R3A status.
- **C; Deficient performance:** the researcher does not fulfil adequate productivity in this position, leading to the loss of R3A recognition and scale down to R2B-Assistant Researcher.

R4-Lab Chief

Evaluation every five (if receiving an A or B score in previous evaluation) or three (in the case of receiving a C or D score in a previous evaluation). In the case of groups with a Co-Group Leader or Co-Group Leaders, the evaluation will integrate the analysis of the whole lab and normalizing the output by the total number of leadership positions. The evaluation will give four possible outcomes:

- **A; Outstanding performance:** researcher that far exceeds the fulfilment of the requirements to renew the position. Entitled to full lab space and benefits from Center-associated programs for Group Leaders.
- **B; Very good performance:** the researcher fulfils the evaluation requirements to renew the position. Entitled to lab space and full benefits from Center-associated programs for Group Leaders.
- **C; Fair performance:** the researcher is close to fulfil the evaluation requirements to renew the position. It can be subjected to cuts in lab space and in benefits from Center-associated programs for Group Leaders. If achieving this evaluation twice in two consecutive evaluation cycles, the lab Chief status will be lost.
- **D; Unsatisfactory performance:** the researcher will lose Lab Chief status and lab space.

5. BIBLIOGRAPHY

1. Towards a European Framework for Research Careers. European Research Area Steering Group on Human Resources and Mobility (ERA – SGHRM), 2011.
2. Research Careers in Europe: Landscape and Horizons. European Science Foundation (ESF), 2010.
3. Harvesting Talent: Strengthening Research Careers in Europe. League of European Research Universities (LERU), 2010.

6. MODIFICATIONS CHART

Edit/Rev.	Date	Changes made
1	01/06/2023	First edition.

7. APPENDIXES: NEXT PAGE

APPENDIX 1 - EXPECTED REQUIREMENTS TO ASSESS INDEPENDENT POSITIONS

Evaluation	Publications	Funded research projects	Thesis supervisions	Innovation/Recognition
<p>R3B–Junior Group Leader</p> <p>5-year follow-ups</p>	<p>Demonstration of being able to lead excellent original and independent research with relevant impact in the field.</p> <p>Lack of overlap with research lanes of the Center.</p> <p>Minimal indicators are: 6 original articles in Q1 journals. 2 of them in D1 journals. 2 of them as main author (Q1 journals).</p> <p>High impact publications as main author will be particularly valued (A; outstanding performance) and may lead to the foregoing requirements not to be strictly applied.</p>	<p>Continuous funding as PI from national public agencies.</p> <p>Other competitive funding overlapped.</p> <p>International competitive funding will be particularly valued, especially ERC grants or coordination/participation as partner of H2020 projects (A; outstanding performance).</p>	<p>Supervision of 1 PhD thesis, ideally to completion.</p>	<ul style="list-style-type: none"> o Knowledge and technology transfer activity (patents, licenses, etc.). o Invited to speak in national and international conferences. o Participation in journal editorial committees, conference organization committees, science dissemination activities. o Participation in national and international collaborative studies with a relevant role including leadership. o Active participation in day-to-day activities of the Center
<p>R3B to R4A– Lab Chief</p> <p>and</p> <p>5-year follow-ups</p>	<p>Sustained record of conducting excellent relevant research that has a major impact on the field and/or changes clinical practice. Minimal indicators are:</p> <p>6 original articles in Q1 journals. 2 of them in D1 journals. 2 of them as main author (Q1 journals).</p> <p>High impact publications as main author will be particularly valued (A; outstanding performance) and may lead to the above-mentioned requirements not to be strictly applied.</p>	<p>Continuous funding as PI from national public agencies.</p> <p>Other competitive funding overlapped.</p> <p>International competitive funding will be particularly valued, especially ERC grants or coordination/participation as partner of H2020 projects (A; outstanding performance).</p>	<p>Supervision of 2 PhD theses. At least 1 to completion.</p>	<ul style="list-style-type: none"> o As above

Main author = senior or corresponding author

APPENDIX 2 - EXPECTED REQUIREMENTS TO ASSESS R3A-ACCREDITED RESEARCHER POSITIONS

Evaluation	Publications	Funded research projects	Thesis supervision	Innovation/Recognition
<p>R3A- Accredited Researcher</p> <p>3- and 5-year follow-ups</p>	<p>Proposal of candidate by R4-Senior Group Leader Approval by CIC-IBMCC Running Committee Evaluation by CIC-IBMCC ESAB based on publications outputs: 6 original articles in Q1 2 of them in D1 journals</p> <p>High impact publications as first or main author will be particularly valued (A; outstanding performance) and may lead to the foregoing requirements not to be strictly applied.</p>	<p>Funding as PI from national and regional public agencies.</p> <p>Competitive funding as PI from national non-profit organizations</p>	<p>Supervision or co-supervision of at least 1 PhD thesis, ideally to completion.</p>	<ul style="list-style-type: none"> o Knowledge and technology transfer activity within the group (patents, licenses, etc.). o Invited to speak in national and international conferences. o Active participation in day-to-day activities of the Center