FIBHGM AND IiSGM INTRAMURAL PROGRAMME TO PROMOTE R&D&i 2026
CALL FOR THE HIRING OF SENIOR RESEARCH PERSONNEL
Subprogramme: Senior Talent

Introduction

The Gregorio Marañón Biomedical Research Foundation (FIBHGM) places among its strategic priorities the attraction, training, retention and transfer of research talent in the health field, through calls aimed at promoting clinical, translational and innovation research at the Gregorio Marañón Health Research Institute (IiSGM).

Within the framework of the IiSGM Intramural Programme to Promote R&D&i 2026, and in line with the objectives of generational transition and strengthening of the research career set out in the Strategic Health Action 2024-2027 of the Carlos III Health Institute, the FIBHGM announces the Senior Talent Subprogramme, aimed at research personnel close to statutory retirement or in a situation compatible with the formalisation of an appropriate employment relationship, with a track record of excellence and a commitment to continuing activities in translation, innovation, mentoring, clinical implementation and transfer.

In this first edition, the FIBHGM structures the Senior Talent Subprogramme through a public call, under the principles of publicity, competitive tendering, merit and capacity, aimed at fostering the continuity of scientific, translational, innovative and mentoring capabilities of high strategic value for the IiSGM.

I. 1. Purpose of the call

The purpose of this call is the selection of one senior researcher with an excellent track record for employment under the IiSGM Senior Talent Subprogramme.

The purpose of the hiring is to ensure the continuity of expert knowledge, the scientific-technical portfolio, research leadership, capacity for transfer and innovation, and experience in mentoring senior research personnel, without this entailing the creation of an organic office, a managerial post, a senior management relationship, a statutory appointment, or a remunerated honorary status.

The selected person will be hired by the FIBHGM under Article 23 bis of Law 14/2011 of 1 June on Science, Technology and Innovation, the Workers' Statute, the Collective Agreement of the group of Biomedical Research Foundations of the SERMAS Healthcare Institutions, the budgetary and incompatibility rules applicable to the public sector, and the specific conditions established in this call and in the employment contract.

The employment will not be temporary in nature nor subject to automatic expiry merely upon the lapse of the initial funding or evaluation period. The continuation of the employment relationship will be linked to the continued existence of the scientific-technical line or programme that justifies the hiring, to the availability of sufficient funding, and to the continued scientific-technical and organisational needs that motivate the position, without prejudice to the applicable legal grounds for termination.

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II. 2. Position offered, professional category, working hours, remuneration and initial budget allocation

In this first edition, one (1) senior researcher position is offered, linked to the scientific-technical activity line or programme of translation, clinical implementation, transfer, valorisation, innovation and strategic mentoring of the IiSGM.

The intended professional category is **Senior Researcher (Investigador/a Titular), Functional Area 1 — Research, Professional Group I**, given that this is a senior researcher profile of excellence, with functions of leadership, coordination, transfer, strategic mentoring and development of scientific-technical lines of high value for the IiSGM, provided that the selected person demonstrates the functional and curricular requirements for that category.

The working hours will be part-time, with a dedication of twenty-five per cent (25%) of the ordinary annual working hours applicable at the FIBHGM, without prejudice to the specific distribution to be established in the employment contract and to the coordination needs with the Scientific Directorate and the units, groups or committees involved.

The remuneration will be that corresponding to the professional category of Senior Researcher, Functional Area 1 — Research, Professional Group I, in accordance with the salary tables of the applicable Collective Agreement, in proportion to the hours actually worked.

For guidance, the Collective Agreement's pay scale sets, for the Senior Researcher category, a gross annual full-time salary of €55,789.58 for 2026. Accordingly, the remuneration proportional to 25% of full-time hours will be that corresponding in each year under the tables in force, without prejudice to any salary updates applicable to the public sector.

The hiring will have a maximum initial budget allocation of €38,000 in employer cost for an initial funding and monitoring period of two years.

This allocation may be increased if the scientific-technical line or programme, the need for the hiring, and sufficient funding are maintained.

Formalisation of the contract will be subject to the existence of adequate and sufficient funds and, where applicable, to obtaining the internal or external reports, validations or authorisations required under the regulations applicable to the FIBHGM as a public-sector foundation.

3. Nature of the award and possible subsequent honorary status

The award under the Subprogramme and the eventual formalisation of the employment contract will not, in themselves, imply the creation or consolidation of a structural position, the attribution of an organic office, the acquisition of rights of permanence in a particular functional post, or an automatic right to an increase of the initially planned budget allocation.

The Selection Committee may propose that the position be declared vacant if the applications submitted do not reach the minimum quality thresholds established in this call, or if the required scientific-technical, budgetary, organisational, ethical, employment-related or compatibility fit is not sufficiently demonstrated.

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After the end of the initial funding and monitoring period, or after the termination of the employment relationship if it occurs on legally applicable grounds, the beneficiary may request, if so wished, recognition of an honorary status linked to the IiSGM, in accordance with the applicable internal regulations, without this entailing a new contractual relationship or any financial effects.

4. Functions, activity plan and institutional participation

The selected person will carry out their functions within the IiSGM, under the coordination of the Scientific Directorate and in collaboration with the units, services, research groups and internal bodies involved in the development of the activity plan.

The main functions will be structured along the following axes:

a) **Translation and clinical implementation:** Promotion, scientific-technical advice and monitoring of translational projects linked to the clinical needs of the HGUGM and the IiSGM; identification of external competitive calls; contribution to the translational maturity of projects and their scientific positioning; advice to the research support services (SAI).

b) **Structured mentoring of young talent:** Mentoring of junior researchers, postdoctoral and predoctoral staff, Post-FSE and emerging profiles; participation in seminars, workshops, training activities, thesis committees and evaluation of junior projects.

c) **Transfer, valorisation, innovation and entrepreneurship**: Promotion of the industrial property portfolio, “invention disclosures”, patents, licences, spin-offs, pre-seed projects, public-private collaborations and valorisation activities in coordination with the Innovation Support Unit.

d) **Resource acquisition and institutional positioning:** Support in the preparation of competitive national and international proposals, identification of strategic alliances and improvement of the scientific and institutional visibility of the IiSGM.

The activity plan must include specific objectives, concrete activities and measurable deliverables at 12 and 24 months. Monitoring of this plan will not constitute a temporary contractual period, but rather a mechanism for evaluating objectives, functional suitability, continuity of the scientific-technical line and justification of the funding allocated.

As part of carrying out their scientific-technical and strategic mentoring functions, the selected person may participate, on the terms specified in the award resolution, the approved activity plan or the employment contract, in institutional bodies of the IiSGM, including:

- The IiSGM Research Committee, with voice but without vote where appropriate.
- The Innovation Committee, managed by the Innovation Support Unit.
- Scientific-technical advisory activities for the Scientific Management Area.

Such participation will be functional and advisory in nature and linked to the development of the activity plan. It will not constitute an organic office, will not entail the attribution of institutional powers of its own, and will not generate any remuneration other than that corresponding to the formalised employment contract, and will be exercised on the terms and

with the frequency established by the respective internal regulations of each body and by the award resolution itself.

III. 5. Requirements for candidates

Applicants who simultaneously meet the following requirements may apply to this call:

- Hold a doctoral degree.
- Demonstrate a senior researcher profile of excellence, preferably equivalent to R4 ("Leading Researcher"), or an equivalent consolidated scientific career.
- Be close to statutory retirement or in a situation compatible with the formalisation of a part-time permanent employment contract with the FIBHGM.
- Not be receiving a retirement pension incompatible with employment, or expressly demonstrate that their situation is compatible with the proposed hiring.
- Have maintained a relevant scientific link with the IiSGM for at least the last ten (10) years, or demonstrate an equivalent strategic link with lines, groups, platforms or scientific-technical activities of the Institute.
- Demonstrate a scientific track record of excellence, with particular consideration given to indexed scientific output, Q1 publications, h-index, accumulated citations, leadership as senior author or corresponding author, and scientific contributions of particular impact.
- Have participated as Principal Investigator or Co-Principal Investigator in competitive national or international projects of proven relevance during the last fifteen (15) years.
- Demonstrate relevant experience in supervising doctoral theses, mentoring research talent, scientific training, or managing early- or mid-career research personnel.
- Demonstrate merits in transfer, innovation, valorisation, industrial property, entrepreneurship, public-private collaboration, resource acquisition or technological developments with proven impact.
- Submit an activity plan aligned with the axes of the call, with measurable objectives, activities and deliverables at 12 and 24 months.
- Declare all public or private activities that they are currently carrying out or plan to carry out during the term of the contract, the hiring being conditional, where applicable, on demonstrating compatibility in accordance with the applicable regulations.

IV. 6. Incompatibilities, pension compatibility and declaration of activities

The selected person will be subject to the incompatibility regime applicable to the staff of public-sector foundations, in particular Law 53/1984 of 26 December and its implementing regulations, as well as the particularities provided for in Law 14/2011 for research personnel and in the applicable Collective Agreement.

Prior to formalisation of the contract, the selected person must submit a responsible declaration of public and private activities, as well as of their situation regarding retirement pension, availability and compatibility. The FIBHGM may require any additional documentation it considers necessary to verify such compatibility.

Formalisation of the contract will be subject to there being no legal or regulatory incompatibility and, where applicable, to obtaining the appropriate compatibility authorisation.

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The selected person must notify the FIBHGM of any subsequent change in the declared circumstances during the term of the employment relationship.

V. 7. Documentation to be submitted

Applications must be submitted within the deadline and in the manner indicated in the official publication of the call, and must include the following documentation:

1. Application in the standard form, clearly identifying the candidate.
2. Curriculum Vitae in CVN-FECYT format, updated as of the date of application.
3. Activity Plan Report, in accordance with the standard template, indicating objectives, activities and deliverables at 12 and 24 months.
4. Responsible declaration of compatibility, availability and public or private activities.
5. Declaration on whether or not a retirement pension is received and, where applicable, supporting documentation of its compatibility.
6. Any additional documentation that may be required to validate the legal, ethical, administrative, budgetary or employment fit of the application.

The FIBHGM may require, prior to the resolution, supporting documentation for the merits claimed. Once the documentation has been reviewed, the FIBHGM may request supporting documentation for the curricular merits if it considers it appropriate.

VI. 8. Deadline and method of submission

Applications must be sent to the email address intramural@iisgm.com, within the deadline established in the official publication of the call, stating in the subject line: SENIOR TALENT 23 BIS — APPLICANT'S FIRST SURNAME.

Each candidate must send all the requested documentation in its final version in a single email. Documents requiring a signature must be submitted with a valid electronic signature.

VII. 9. Evaluation and selection

The evaluation will be carried out according to criteria of merit, capacity, functional suitability, scientific excellence, feasibility of the activity plan and strategic return for the IiSGM.

Admitted applications will be assessed according to the following scale:

Criterion	**Maximum score**	**Assessable content**
A. Candidate's curricular merits	50 points	Scientific output, impact, authorship leadership, competitive projects, thesis supervision, awards, transfer, innovation and resource acquisition.

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B. Activity plan	35 points	Quality, feasibility and suitability of the three axes: translation and clinical implementation; structured mentoring; transfer, valorisation, innovation and entrepreneurship. Deliverables at 12 and 24 months.
C. Institutional fit, feasibility and return	15 points	Alignment with the strategic areas of the IiSGM, the current Strategic Plan and the FIBHGM Action Plan; availability of resources; operational sustainability and expected return.

For an application to be proposed for award, it must reach a minimum threshold of 60 points out of 100. The Selection Committee may propose that the position be declared vacant if the applications do not reach the minimum quality threshold or if the functional, budgetary, ethical, employment-related or compatibility fit is not adequately demonstrated.

The evaluation will be carried out by an external panel made up of three experts of recognised prestige, appointed by the IiSGM Scientific Directorate. The IiSGM Research Committee will integrate the external assessment and draw up the proposed resolution.

Members of the evaluation bodies who have a recent co-authorship relationship, a hierarchical relationship, active collaboration, a direct interest, or any other conflict of interest with a candidate must abstain from participating in the assessment of that application.

VIII. 10. Resolution and formalisation of the contract

The award resolution will be published on the IiSGM website. The award will not produce employment effects until the employment contract is formalised by the FIBHGM.

Formalisation of the contract will be subject to proof that the requirements are met, the existence of adequate and sufficient funds, validation by Human Resources and legal counsel, the declaration and, where applicable, authorisation of compatibility, and any applicable budgetary reports, authorisations or validations.

The FIBHGM may withdraw from formalising the contract if, before it is signed, it finds a lack of budgetary availability, incompatibility, insufficient supporting documentation, lack of functional suitability, or any other legal, budgetary, ethical or administrative circumstance that prevents its valid formalisation.

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IX. 11. Monitoring of the activity plan

Scientific-technical monitoring of the activities will be carried out by the Scientific Directorate, the Research Committee or the internal body that is designated, through an annual evaluation of compliance with the activity plan and the committed deliverables.

The purpose of the evaluation will be to assess the degree of achievement of objectives, the functional suitability of the activity carried out, the scientific, translational, innovative and transfer return generated, the continuity of the scientific-technical line or programme, and the availability of sufficient funding, for the purpose of determining the interest in maintaining the programme.

The evaluation of the activity plan will not in itself constitute contractual expiry nor produce automatic termination of the employment relationship.

X. 12. Ethics, data protection, confidentiality and ownership of results

The selected person must comply with the applicable regulations on scientific integrity, good research practice, personal data protection, confidentiality, intellectual and industrial property, occupational risk prevention, and other internal rules of the FIBHGM and the IiSGM.

If the planned activities require the use of patient information, human biological samples, the participation of human subjects, or the use of experimental animals, implementation will be subject to obtaining the mandatory ethical authorisations.

The results, inventions, developments, technical documentation, data, reports and other products derived from the activity carried out will be governed by the applicable regulations, the internal procedures of the FIBHGM, and any agreements or contracts that may be applicable.

XI. 13. Funding, continuity of the line and termination

The hiring is linked to the existence and continuity of the scientific-technical line/programme that justifies the position and to the availability of sufficient funding. The initial budget allocation and the two-year monitoring period do not constitute a contractual duration or a final end date of the contract.

If the funding, the scientific-technical activity line, or the organisational need that justifies the hiring were to disappear, the FIBHGM may consider adopting the appropriate employment measures in accordance with the applicable regulations, including, where applicable, termination on duly substantiated objective grounds, with the corresponding statutory severance pay.

XII. 14. Applicable regulations

This call shall be governed by Law 14/2011 of 1 June on Science, Technology and Innovation; the Workers' Statute; the Collective Agreement of the group of Biomedical Research Foundations of the SERMAS Healthcare Institutions; the regulations on incompatibilities of public-sector personnel; the budgetary regulations applicable to public-sector foundations; and any other rules that may apply.

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XIII. 15. Annexes

The following standard templates accompany, or may accompany, this call:

- Annex I. Application form.
- Annex II. Activity Plan report template.
- Annex III. Responsible declaration of compatibility, availability, public or private activities and pension situation.

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