Approved by the Research Committee: October 22nd, 2026

ASSESSMENT SCALE FOR THE SELECTION OF RESEARCHERS (GROUP I)

This is an unofficial translation. In the event of any discrepancy, the Spanish version of this assessment scale shall prevail.

INSTITUTIONAL FRAMEWORK UNIVERSITY OF LEÓN — HRS4R

This institutional assessment scale governs the selection of research staff (Group I) at the University of León under the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (HR Excellence in Research Award).

1. General structure of the selection process (100 points)

The selection procedure is governed by the open, transparent and merit-based recruitment framework (OTM-R) accredited by the University of León's HR Excellence in Research award:

- **Merit and CV assessment stage (70 points): Objective assessment of the academic record, scientific output, participation in funded projects, mobility and knowledge transfer milestones.**
- **Scientific presentation and interview stage (30 points): Held whenever the Selection Committee considers it necessary. In that case, applicants reaching a minimum score will take part. The stage consists of a presentation of the applicant's merits in relation to the profile of the position and a structured interview, in accordance with section 6 of this scale. If this stage is not held, the total score will be the score obtained in the merit stage multiplied by 100/70.**

2. Assessment scale table for researchers (Group I)

Section	Scientific assessment criteria	Scoring details	Max. points
1. Academic and scientific training	Qualifications and academic record	• Bachelor's degree + Master's: up to 5 pts, according to the formula: Score = 0.5 × (X1·G + X2·M) / (G + M) Where: X1: grade point average of the bachelor's degree or first cycle, under Royal Decree 1125/2003, on a scale of 0 to 10 with two decimals. X2: grade point average of the master's degree, under Royal Decree 1125/2003, on a scale of 0 to 10 with two decimals.	18 pts

		G: number of credits completed in the bachelor's degree or first cycle. M: number of credits completed in the master's degree. • Doctoral degree in a related field: 10 pts. In an unrelated field: 2.5 pts. • International Doctorate mention: 1 additional pt. • Extraordinary Doctorate Award: 2 additional pts.	
2. Publications and output	Articles, books, patents and knowledge transfer	• Articles in indexed journals (JCR Q1: 3 pts, Q2: 1.5 pts, Q3: 0.75 pts, Q4: 0.5 pts, others: 0.25 pts). In the Humanities and Social Sciences, equivalences will be applied according to the MIAR, IDR or other reference indexes of the field. • Books/chapters with prestigious publishers (SPI): book with a first-quartile SPI publisher: 2 pts; chapter, 0.5 pts; with other publishers, half of those values. • Patents under commercial exploitation, 3 pts; granted, 1.5 pts; applied for, 0.5 pts. Intellectual property registrations: 0.5 pts.	25 pts
3. R&D projects and networks	Participation in competitive calls	• Participation as Principal Investigator (PI) in competitive projects (3 pts per national call project, 4 pts per international call project, 2 pts per regional call project). • Participation as a member of the research team (1 pt per national call project, 1.5 pts per international call project, 0.5 pts per regional call project). Participation as a member of the working team: half of the above values. • Knowledge transfer contracts/agreements with companies (Article 60 LOSU or Article 83 LOU): 0.5 pts as PI; 0.25 pts as participant. • Eureca-Pro micro-projects: 0.5 pts as PI; 0.25 pts as researcher. • Research staff contracts obtained in open competition (FPU, Juan de la Cierva, MSCA or others): predoctoral, 0.5 pts/year; national postdoctoral, 1 pt/year; international postdoctoral, 1.5 pts/year.	12 pts
4. Mobility and internationalisation	Stays at foreign R&D centres	• Postdoctoral or predoctoral stays at foreign R&D centres, or at centres other than the one where the doctorate was obtained, including companies or institutions (0.5 pts/month). Minimum duration of four continuous weeks per stay, evidenced by a certificate from the host centre. • Participation in scientific networks (e.g. member of a COST Action: 0.5 pts; maximum 2 pts).	10 pts
5. Other R&D merits	Teaching, awards and languages	• Official accreditation (ANECA/agencies) as Permanent Lecturer or R3/I3 certificate: 2 pts (not cumulative). • Related university teaching experience: 0.1 pt per 10 h. • Scientific languages (English C1/C2: 3 pts, B2: 1.5 pts). Applicants whose mother tongue is not Spanish will have their level of Spanish assessed on the same scale. Native English speakers will not have their level of English assessed.	5 pts

		• Other merits (research awards, published data and software, supervision of final degree and master's projects, and outreach activities): maximum 1 pt.	
MERIT STAGE SUBTOTAL	**CV assessment stage**	**Documentary evidence by means of CV, publications and official certificates.**	**70 pts**
6. Presentation and interview	Defence of the research plan and suitability	• Knowledge of the state of the art of the subject addressed by the project funding the position: up to 10 pts. • Discussion of a methodological problem related to the duties of the position: up to 15 pts. • Clarity, reasoning skills and answers to questions in the working language: up to 5 pts.	30 pts
OVERALL TOTAL	**Total weighted score**	**Merit stage (70 pts) + Presentation and defence stage (30 pts)**	**100 pts**