Approved by the Research Committee: October 22nd, 2026

UNIFIED ASSESSMENT SCALE FOR THE SELECTION OF RESEARCH SUPPORT TECHNICAL STAFF

University of León — Group I and Group III

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 unified assessment scale reflects the principles of open, transparent and merit-based recruitment (OTM-R) recommended by the European Commission within the University of León's HRS4R strategy. It brings together the assessment criteria for Group I and Group III technical positions.

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

The selection process is aligned with the OTM-R principles (Open, Transparent and Merit-based Recruitment) of the University of León's HR Excellence in Research award:

- **Merit stage (documented merits – 80 points): Assesses the academic record, professional experience, accredited specific training, output merits or applied skills, and languages.**
- **Interview / technical test stage (20 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 practical test and a structured interview, assessed by means of a previously established rubric, 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 100/80.**

2. Unified selection assessment table (100 points)

Section	General criterion	Option A: GROUP I (University degree)	Option B: GROUP III (Technician / higher vocational training)	Max. pts
1. Academic training	Academic record and level of studies	• Grade point average of the bachelor's degree required as a prerequisite: up to 8 pts, according to the formula: Score = 0.8 × N N: grade point average of the academic record (RD	• Grade point average of the required qualification (vocational training / upper secondary): up to 10 pts, according to the formula: Score = N N: average or final mark of the	15 pts

		1125/2003), on a scale of 0 to 10 with two decimals. • Postgraduate studies (Master's / Doctorate) related to the position: university master's degree, 4 pts; doctorate, 7 pts (not cumulative). Unrelated: half.	academic certificate, on a scale of 0 to 10 with two decimals; if not stated, N = 5. • Other related qualifications of a level equal to or higher than that required (another related vocational training qualification, 2.5 pts; related university degree, 5 pts): up to 5 pts.	
2. Professional experience	Performance in equivalent positions	• Experience in R&D&I, advanced analysis or applied research. • Calculation: 3 pts/year (0.25 pts/month).	• Experience in technical support, laboratory, workshop or operational R&D tasks. • Calculation: 3 pts/year (0.25 pts/month).	30 pts
3. Specific training	Courses and technical training	• Courses in methodological specialisation, data analysis or complex software (minimum 10 hours): 0.05 pts/hour. • Official accreditations related to the position (e.g. operator or supervisor of radioactive facilities, animal experimentation): 2 pts each.	• Technical training courses, occupational risk prevention in laboratories, equipment maintenance or operational software (minimum 10 hours): 0.05 pts/hour. • Official accreditations related to the position (e.g. operator or supervisor of radioactive facilities, animal experimentation): 2 pts each.	15 pts
4. Specific merits	Output / skills	• Scientific/technical output: articles in JCR journals (Q1-Q2, 1 pt; Q3-Q4, 0.5 pts); patents or intellectual property registrations, 1 pt; participation in competitive R&D projects as a member of the research or working team, 0.5 pts per project (up to 10 pts).	• Applied technical skills, evidenced by a certificate from the organisation or from the training received: operation of scientific and technical equipment related to the profile of the position, 1 pt per item of equipment or technique; experience with quality systems (ISO 9001, ISO 17025, GLP), 2 pts; management of samples, biobanks or inventories, 1 pt (up to 10 pts).	10 pts
5. Languages	Documentary evidence	• Evidence of a foreign language relevant to research (B2: 5 pts, C1/C2: 10 pts), by means of a CEFR or ACLES certificate.	• Evidence of a foreign language (B1: 5 pts, B2 or higher: 10 pts), by means of a CEFR or ACLES certificate.	10 pts
MERITS SUBTOTAL	**Merit stage**	**Supporting documentation submitted with the application.**	**Supporting documentation submitted with the application.**	**80 pts**
6. Interview / test	Technical suitability and skills	• Discussion of a case study related to the duties of the position: up to 10 pts. • Structured interview on the techniques and methodologies of the profile and the ability to apply them independently, with	• Discussion of the performance of a procedure or the handling of instruments related to the duties of the position: up to 10 pts. • Structured competency interview: application of occupational risk prevention	20 pts

		questions common to all applicants: up to 10 pts.	rules, teamwork and work organisation, by means of common questions and situations relating to the duties of the position: up to 10 pts.	
OVERALL TOTAL	**Maximum score**	**Merit stage (80 pts) + Interview stage (20 pts)**	**Merit stage (80 pts) + Interview stage (20 pts)**	**100 pts**

3. Common assessment rules (Options A and B)

- Academic training: qualifications obtained abroad will be assessed on the basis of the documentation submitted with the application (degree certificate and academic transcript, in Spanish or English, or accompanied by a translation, which need not be a sworn translation). The grade point average of foreign university studies will preferably be evidenced by the declaration of equivalence of average marks issued by the ministry responsible for universities; failing that, the Selection Committee will convert it to the 0–10 scale using the grading scale stated in the transcript and, if this is not possible, N = 5 will apply. Official recognition or a declaration of equivalence of the qualification will only be required from the selected person, prior to the signing of the contract, where the qualification is a requirement of the position.
- Professional experience: part-time experience will be counted in proportion to the working hours, and simultaneous periods only once; it must be evidenced by a certificate from the employer or by a contract stating the duties performed.
- Specific training: only courses delivered or officially recognised by public administrations, universities, research bodies or accredited organisations, stating the number of hours, will be assessed.
- Languages: the highest accredited level of a single language other than the mother tongue will be assessed; applicants whose mother tongue is not Spanish may have their Spanish assessed on the same scale.