PUBLIC CALL FOR THE RECRUITMENT OF RESEARCH AND TECHNICAL STAFF AT THE UNIVERSITY OF LEÓN FUNDED BY AGREEMENTS, ARTICLE 60 L.O.S.U. CONTRACTS AND RESEARCH PROJECTS

English translation for information purposes only. In the event of any discrepancy, the Spanish version of this call shall prevail.

INSTITUTIONAL FRAMEWORK UNIVERSITY OF LEÓN — HRS4R

This institutional model call governs the selection of research staff (Group I) or technical staff (Group I and Group III) 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).

The Vice-Rector for Research and Knowledge Transfer of the University of León, pursuant to Chapter V of the Regulations on Research Staff of the University of León (amendment approved by the Governing Council on 29 September 2025, BOCYL no. 192 of 6 October 2025), hereinafter «the Regulations», and in compliance with Article 26 thereof,

HEREBY ANNOUNCES:

A merit-based competition for the recruitment of the research/technical positions listed in Annex I, under the following terms:

Contract for the performance of tasks under the Article 60 contract / agreement / research project entitled: *«título del proyecto, traducido»*

Budget code (clave orgánica) of the Article 60 contract / agreement / research project to which the cost will be charged: *«clave orgánica»*

a) Type of contract:

☒ Open-ended contract (contract for scientific and technical activities, Article 23 bis of the LCTI).

Pursuant to Article 52(e) of the Consolidated Text of the Workers' Statute Act, approved by Royal Legislative Decree 2/2015 of 23 October, the contract may be terminated:

e) in the case of open-ended contracts entered into directly by non-profit entities for the implementation of specific public plans and programmes, without stable funding and financed by the Public Administrations through annual budgetary or extra-budgetary appropriations arising from earmarked external income, where such appropriations are insufficient to maintain the employment contract concerned.

b) Gross monthly salary:

As indicated for each position in Annex I, in gross euros (12 payments, including prorated extra payments).

c) Working hours:

As indicated for each position in Annex I: full-time (35 hours per week) or part-time, stating the number of hours per week and the working schedule.

The position shall be subject to Act 53/1984 of 26 December on incompatibilities of public sector staff.

1. FUNCTIONAL PROFILE

The duties to be performed are those specified in the profile of each position and those assigned within the project, agreement or contract, in relation to the knowledge and experience required and assessed in the selection process.

Any activity not directly related to the purpose specified in the contract is expressly excluded.

2. GENERAL REQUIREMENTS

Applicants must meet the following requirements on the closing date of the application period:

- Be at least sixteen years of age and not exceed, where applicable, the mandatory retirement age.
- Hold Spanish nationality or the nationality of a European Union member state, or hold the relevant administrative authorisation.
- Hold the qualification required for each position, as indicated in Annex I and in accordance with the applicable regulations.
- Meet the specific conditions set out in the profile of the position applied for.
- Have the functional capacity to perform the duties of the position.

3. SELECTION PROCEDURE

Selection will be made through a merit-based competition, applying the merit assessment scale corresponding to the category of the position. The assessment scales are published in the OTM-R section of the University of León website: https://www.unileon.es/investigadores/investigar-transferir/hrs4r/otmr-en. The Selection Committee shall first verify that each applicant meets the requirements laid down in this call; only applications that meet them will proceed to the assessment of merits against the scale.

A personal interview with applicants or a practical test may be held if the Selection Committee considers it necessary.

4. SELECTION COMMITTEES

A selection committee shall be established for each of the positions announced, composed as follows:

Chair: The Vice-Rector for Research and Knowledge Transfer, or the person to whom this role is delegated.

Members: a) (MEMBER 1) The principal investigator (PI) of the contract, agreement or research project to which the position is assigned, who may delegate to the co-PI or, failing that, to a member of the research team. b) (MEMBER 2) The head of the Department, Research Institute or Service to which the PI belongs. c) (MEMBER 3) The head of another Department with staff assigned to the same Faculty or School as the PI, or the person to whom this role is delegated.

Secretary: A civil servant from the Human Resources Service, who shall have the right to speak but not to vote.

The selection committee shall observe gender parity through a balanced representation of women and men, wherever possible.

5. APPLICATIONS

Applications may be submitted until *«hora límite»* h (Spanish local time) on *«fecha límite»*, via the form available at the following link: *«enlace del formulario»*

This date marks the end of the application period, which shall be 10 working days from the day following the publication of this call.

The date and time of submission shall be those recorded in the application form.

6. DOCUMENTATION

The application shall be completed through the form provided for this purpose, specific to each call, and shall be accompanied by the following documents, which shall be presumed valid under the responsibility of the applicant in the event of inaccuracy or falsehood, and which shall be attached as scanned files together with the application:

- Copy of the national identity card (DNI), foreigner identity number (NIE) or passport.
- Copy of the required qualification.
- Copy of the Social Security card, for applicants of Spanish nationality.
- Curriculum vitae, organised and structured according to the order of the assessment scale applicable to the category of the position, available in the OTM-R section: hrs4r/otmr-en.
- Given the selective nature of the specific conditions to be met for each position, applicants must expressly declare that they fulfil them.
- Copies of all documents supporting the merits claimed. Only merits included in this application and duly supported by the documentation provided will be taken into account.

Only those who pass the selection process will be required to provide the original documents, so that their authenticity and accuracy may be verified; in the event of falsehood, the procedure shall be annulled in respect of that applicant, without prejudice to any other action that may be appropriate.

7. LIST OF ADMITTED AND EXCLUDED APPLICANTS

Once the application period has closed, the provisional list of admitted and excluded applicants will be published at the web address indicated in section 8, stating, where applicable, the grounds for exclusion.

Excluded or omitted applicants shall have 5 working days from the day following the publication of the provisional list to remedy the defect that led to their exclusion or to submit any objections they consider appropriate.

Objections shall be submitted through the form provided for this purpose, the link to which will be sent to each interested party, or through the Electronic Register of the University of León, addressed to the Vice-Rectorate for Research and Knowledge Transfer.

Once this period has elapsed and any objections have been resolved, the final list of admitted and excluded applicants will be published at the same address.

8. PUBLICATION ON THE WEBSITE

This call is published on the University website programas-convocatorias/convocatorias, where the relevant decisions of the selection committee will also be published.

9. DECISION

Once the merits have been assessed, the Selection Committee will publish, at the address indicated in section 8, the proposed award of the positions, stating the score obtained by each admitted applicant in each section of the assessment scale, thereby complying with the duty of publicity.

Applicants shall have 5 working days from the day following the publication of the proposal to submit any objections they consider appropriate, by the means indicated in section 7.

Once any objections have been resolved, the Vice-Rector for Research and Knowledge Transfer will issue the final award decision, which will be published at the same address.

The number of applicants declared successful may not exceed the number of positions announced. Applicants who do not obtain a position shall remain on a reserve list in order of score, up to a maximum of 5 per position announced, and may constitute a pool of candidates to cover possible withdrawals or absences without the need for a new call.

The Selection Committee may propose that a position be declared vacant when, on reasoned grounds, it considers that none of the applicants meets the requirements and merits appropriate to the profile announced, or when none reaches the minimum score stated, where applicable, for each position in Annex I.

10. DEADLINE FOR DECISION

The selection process shall be resolved within three months of the publication of the call on the University of León website.

11. URGENT PROCEDURE

In accordance with Article 33 of Act 39/2015 of 1 October on the Common Administrative Procedure of Public Administrations, on grounds of public interest, as the selected persons need to take up their posts as soon as possible, urgent processing applies to this procedure, whereby the time limits established for the ordinary procedure are halved, except for those relating to the submission of applications and appeals.

12. APPEALS

This decision, which brings administrative proceedings to an end and is deemed to have been issued by delegation of powers, may be challenged by interested parties before the Contentious-Administrative Courts of León within two months from the day following its publication, or alternatively by means of an appeal for reconsideration before the Rectorate of the University of León within one month from the day following its publication, without prejudice to any other appeal they may consider appropriate.

13. DATA PROTECTION INFORMATION

The personal data collected through this application will be processed by the University of León, as data controller, in accordance with the data protection legislation in force, on the following terms:

Purpose: to manage your participation in the relevant selection process, including the verification and assessment of the requirements and merits claimed and, where applicable, the selection and recruitment of research staff.

Legal basis: the taking of pre-contractual steps at the request of the data subject, necessary for participation in the selection process and, where applicable, for recruitment, in accordance with Article 6(1)(b) of Regulation (EU) 2016/679. Likewise, where applicable given the nature and legal regime of the selection process, processing will be based on the performance of a task carried out in the public interest or in the exercise of official authority vested in the University, in accordance with Article 6(1)(e) of Regulation (EU) 2016/679 and the applicable legislation.

Recipients: the units and bodies of the University of León involved in the management, assessment and resolution of the selection process, including, where applicable, the Selection Committee, as well as any other recipients to whom the data must be disclosed by legal obligation.

Retention: data will be retained for the duration of the selection process and thereafter for the periods established by law for the exercise or defence of claims and liabilities, as well as for any retention periods required under the applicable legislation.

Rights: you may exercise your rights of access, rectification, erasure, restriction of processing and objection, on the terms provided for in data protection legislation, by writing to recvi@unileon.es. You may also contact the Data Protection Officer of the University of León at dpd@unileon.es. You are further entitled to lodge a complaint with the Spanish Data Protection Agency (AEPD).

14. INSTITUTIONAL STATEMENT ON EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

The University of León guarantees equal employment opportunities to all staff and applicants, regardless of gender, race, colour, religion, sexual orientation, gender identity, national origin, age, disability or genetic characteristics. In line with our HRS4R strategy and the OTM-R principles, we are committed to an open, transparent and strictly merit-based selection process.

León, on the date of the electronic signature

THE VICE-RECTOR FOR RESEARCH AND KNOWLEDGE TRANSFER,

Signed: Santiago Gutiérrez Martín

(By delegation of powers. Rectorate Resolution of 6 November 2025, BOCYL no. 218 of 12 November 2025)

ANNEX I

LIST OF POSITION(S) AND PROFILE(S)

POSITION NO. *«código de plaza»*

Type of position (category): ☐ **Researcher R1** ☐ **Researcher R2** ☐ **Researcher R3** ☐ **Technician Group I** ☐ **Technician Group III**

Contract, agreement or project (title): *«título del proyecto»*

Budget code (clave orgánica): *«clave orgánica»*

Place of work: *«lugar de destino»*

Principal investigator: *«investigador/a principal»*

Gross monthly salary (12 payments, including prorated extra payments): *«retribución»* **euros**

Working hours: ☐ **Full-time (35 hours per week)** ☐ **Part-time:** *«horas»*

Working schedule: *«horario»*

The Selection Committee reserves the right to declare the position vacant should no applicant reach a minimum score of *«puntuación mínima»* **points, excluding the interview stage.**

REQUIRED PROFILE

«perfil»

REQUIRED QUALIFICATION

«titulación»

SPECIFIC CONDITIONS TO BE MET

«condiciones»

The application form must state the budget code of the project or contract (format XX000) and the two-digit position number (01, 02, 03…; 01 if a single position is announced).