

JOB PROFILE

CALL FOR RECRUITMENT OF PERSONNEL Nº Conv._FIHAC_05_2020

POSITION	Postdoc Researcher
MOTIVATION	<input type="checkbox"/> Annual programming <input checked="" type="checkbox"/> Project: Global effects of hydrological alteration in the functional state of large rivers – Phase 1 (GANGES)
ENTITY OF ADMINISTRATIVE DEPENDENCY	<input checked="" type="checkbox"/> Fundación Instituto de Hidráulica Ambiental de Cantabria <input type="checkbox"/> Universidad de Cantabria
DIVISION	Project development and implementation
AREA DEPENDENCE	Hydrobiology and Environmental Management

REQUIRED PROFILE

GENERAL MISSION	ESSENTIAL JOB FUNCTIONS
CONCEPTION OR CREATION OF NEW THEORIES, KNOWLEDGE, PRODUCTS AND TECHNIQUES	<p>GENERAL TASKS</p> <p>Participate in all types of research projects aimed at expanding scientific knowledge, creating new theories or modifying existing ones</p> <p>Participate in all types of transfer projects for the use of knowledge in practice and apply it for the benefit of society</p> <p>Under the tutelage of the Director of the corresponding Research Group, and where appropriate, exercise the function of Principal Investigator of a project</p> <p>Under the tutelage of the corresponding Group or Area Manager, and where appropriate, exercise the function of Transfer Project Manager</p> <p>Perform the technical analysis of a given project</p> <p>Where appropriate, assist the Principal Investigator or Project Manager in the direction, control and supervision of the work of a given project.</p> <p>Disseminate research results in the usual means recognized by the scientific field. Write technical reports</p> <p>SPECIFIC TASKS</p> <p>Review and compilation of existing databases needed to calculate river ecosystem metabolism and to characterize rivers reaches from an environmental and hydrological perspective.</p> <p>Optimization, adaptation and implementation of specific tools, scripts and codes for the calculation of river metabolism.</p> <p>Develop a classification of functionality regime typologies according to the spatio-temporal variability of the river ecosystem metabolism and understand the main hydrological and environmental elements that influence these patterns of variability.</p> <p>Analyse the effects of dams on the functionality regimes within a selection of large rivers.</p> <p>Participation in the preparation of project reports and dissemination tasks</p> <p>Assist project managers in project tasks</p> <p>Participation in the elaboration of results for congresses presentations and writing of scientific articles.</p>

EDUCATION REQUIREMENTS

UNIVERSITY DEGREE	FIELD OF STUDY	EXPERIENCE	OTHER QUALIFICATIONS
PhD	Biology, Environmental Science, Civil Engineering.	No	

ASSESSMENT ELEMENTS

ASSESSMENT ELEMENTS	ASSESSMENT ELEMENTS
	<ul style="list-style-type: none"> - Experience in the treatment of statistical data and dissemination of scientific results - Postgraduate education related to the effects of global change on freshwater ecosystems - Experience in techniques and tools to characterize fluvial metabolism - Participation in R&D projects related to river ecosystems and the effects of anthropic pressures in these systems - Participation in consulting and knowledge transfer projects related with river ecosystems and the effects of anthropic pressures in these systems - Experience in R a/o MATLAB a/o PHYTON programming - Experience in geographic information systems - Training courses related to fluvial metabolism or carbon cycle - Pre and/or postdoctoral stays in research centers others than the one in which the doctoral thesis was developed - Presentations at national and international congress and conferences - English communication skills

CONTRACTING PROPOSAL

TYPE OF CONTRACT	Postdoctoral researcher
ESTIMATED DURATION¹	12 months (this period can be depending on budget availability)
LOCATION OF WORKPLACE	<input checked="" type="checkbox"/> Santander- Spain (IH Cantabria) <input type="checkbox"/> Other:
REMUNERATION	24467,32€/ gross annual salary (12 payments)
COMMENCEMENT DATE	According to researcher's availability (incorporation deadline 01/06/2020)

CHARACTERISTICS OF THE RECRUITMENT AND SELECTION PROCESS

TYPE OF PROCESS	Open competition	Código: Conv._FIHAC_05_2020
POSITIONS	1 (initially planned)	
RECRUITMENT PROCESS	Ad publication in FIHAC webpage: 05/03/2020 Recruitment process closing date: 05/04/2020 at 13:00 hours	
PRE-SELECTION	Expected date for pre-selection: 06/04/2020	
SELECTION TEST	<input type="checkbox"/> Date for the test	Maximum of applicants:
JOB INTERVIEW	Expected date for job interviews: 08/04/2020	Maximum of applicants: 3 Minimum score ² : 40
REPORT	Expected date for final report: 08/04/2019	
FINAL DECISION	Expected date for final decision: 08/04/2019	

¹In cases of temporary contracts

²Score obtained by the assessment of merit, minimum (threshold) required for a / a candidate / a pass to the phase of the interview

SCORING INFORMATION/ CANDIDATE MERITS				
MERITS	EVALUATION	ASSESSMENT		MAXIMUM
EXPERIENCE IN THE TREATMENT OF STATISTICAL DATA AND DISSEMINATION OF SCIENTIFIC RESULTS	CV VITAE	NUMBER OF PUBLICATIONS	2 Point(s)/Publication	20
Initial and final pages of articles published in JCR journals must be provided: 2 points for each publication up to a maximum of 20 points		Maximum: 10		
POSTGRADUATE EDUCATION RELATED TO THE EFFECTS OF GLOBAL CHANGE ON FRESHWATER ECOSYSTEMS	CV VITAE	COMPLIANCE REQUIREMENTS	10 Point(s)	10
It must be accredited by certification of the organization/institution where it was carried out		(Y/N)-Points: 10		
EXPERIENCE IN TECHNIQUES AND TOOLS TO CHARACTERIZE RIVER ECOSYSTEM METABOLISM	CV VITAE	COMPLIANCE REQUIREMENTS	10 Point(s)	10
Minimum previous experience of 1 year. It must be accredited by certification of the company or organization where it was acquired.		(Y/N)-Points: 10		
PARTICIPATION EN R&D PROJECTS RELATED TO RIVER ECOSYSTEMS AND THE EFFECTS OF ANTHROPIC PRESSURES IN THESE SYSTEMS	CV VITAE	NUMBER OF PROJECTS	2-5 Point(s)/projects	20
It must be accredited by certification of the company or organization where it was carried out. National 2 - International 5		Maximum: 10		
PARTICIPATION IN CONSULTING AND KNOWLEDGE TRANSFER PROJECTS RELATED TO RIVER ECOSYSTEMS AND THE EFFECTS OF ANTHROPIC PRESSURES IN THESE SYSTEMS	CV VITAE	NUMBER OF PROJECTS	1-3 Point(s)/projects	10
They must be accredited by certification of the company or organization where they have been made. National 1 - International 3		Maximum: 10		
EXPERIENCE IN R A/O MATLAB A/O PHYTON PROGRAMMING	CV VITAE	COMPLIANCE REQUIREMENTS	10 Point(s)	10
Experience must be accredited by certification of the company or organization where it was acquired or certification of the organization where training activities were held. Minimum previous experience of 1 year		(Y/N)- Points: 10		
EXPERIENCE IN GEOGRAPHIC INFORMATION SYSTEMS	CV VITAE	COMPLIANCE REQUIREMENTS	5 Point(s)	5
Experience must be accredited by certification of the company or organization where it was acquired or certification of the organization where training activities took place. Minimum previous experience of 6 months		(Y/N)-Points: 5		
TRAINING COURSES RELATED TO FLUVIAL METABOLISM OR CARBON CYCLE	CV VITAE	NUMBER OF COURSES	2 Point(s)/course	6
They must be accredited by certification of the organization where they took place. 2 points for every 8 hours of the course up to a maximum of 6 points		Maximum: 3		
PRE AND/OR POSTDOCTORAL STAYS IN RESEARCH CENTERS OTHER THAN THE ONE IN WHICH THE DOCTORAL THESIS WAS DEVELOPED	CV VITAE	NUMBER OF STAYS	5 Point(s)/stays	20
Stays periods must be longer than 6 months. 5 points for each 6 months of stay.		Maximum: 4		
PRESENTATIONS AT NATIONAL AND INTERNATIONAL CONGRESSES AND CONFERENCES	CV VITAE	NUMBER OF PRESENTATIONS	1 Point(s)/presentation	5
They must be accredited by certification of the organization or by provision of conference program where they took place. 1 points/presentation		Maximum: 5		
ENGLISH COMMUNICATION SKILLS	CV VITAE	COMPLIANCE REQUIREMENTS	5 Point(s)	5
English Skills will be certified by CEFR accreditation levels: (A1/ A2: 1 point; B1: 2 points; B2: 3 points; C1: 4 points; C2: 5 points)		Maximum: 5		
MAXIMUM SCORE SPECIFIC ASSESSMENT				121
MAXIMUM SCORE IN THE INTERVIEW				60
MAXIMUM TOTAL SCORE				181

GUARANTEE AND ASSESSMENT COMMISSION FOR THE RECRUITMENT PROCESS



Signature:

Approved: Raul Medina Santamaria, Vice president

Date: March 05, 2020