

**TECNALIA'S INTERNATIONAL FELLOWSHIPS FOR EXPERIENCED  
RESEARCHERS (TIFER) 3<sup>rd</sup> CALL 2014**

**GUIDE FOR APPLICANTS**

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**Tecnia Corporation** is a Technology Corporation set up in 2001 with the principal aim of contributing towards the development of the economic and social environment by means of the use and promotion of Technological Innovation through the development and dissemination of Research in an international context. The technology centers [Azti](#) and [Tecnia Research & Innovation](#) are part of it.

## **TECNALIA'S INTERNATIONAL FELLOWSHIPS FOR EXPERIENCED RESEARCHERS (TIFER) CALL 2014**

TECNALIA'S INTERNATIONAL FELLOWSHIPS FOR EXPERIENCED RESEARCHERS Call 2014 will remain open from 1<sup>st</sup> of September up to and including **30<sup>th</sup> of November, 2014**.

### **1. OBJECTIVE**

This programme is co-funded by the European Commission under the 7<sup>th</sup> Framework Programme ( COFUND - People – Marie Curie Actions).

TIFER supports the temporary incorporation (2 years) of experienced researchers to TECNALIA (Fundación Tecnia Research & Innovation or Fundación Azti) to develop their proposed research projects with TECNALIA's research teams and facilities. The aim of the programme is to foster and consolidate the European Research Area (ERA) by attracting talented researchers and developing their careers.

### **2. BENEFICIARIES: WHO CAN APPLY?**

- Candidates must be **non-residents undertaking trans-national mobility** ( Definition of trans-national mobility: At the time of the deadline for submission of proposals, researchers must not have resided or carried out their main activity (work, studies, etc.) in Spain for more than 12 months in the 3 years immediately prior to the reference date. Short stays, such as holidays, are not taken into account.
- Candidates must hold a **PhD Degree** at the moment of the start of the fellowship, or must have at least **four years of full-time equivalent research experience** (including the period of research training) after the degree which formally allowed them to embark on a doctorate.
- Candidates must propose a **research project aligned with the strategic research fields specified below**.The project should also be aligned with **TECNALIA's capabilities and areas of activity or expertise**.

### 3. STRATEGIC RESEARCH FIELDS

Candidates must frame their projects into one of the following research fields:

- [Business Innovation and Strategy](#)
- [City of tomorrow and the urban regeneration](#)
- [Civil Engineering, Smart & Resilient Infrastructures](#)
- [Data Analytics and Optimization](#)
- [ENERGY – Electrochemical Energy Storage systems: batteries and fuel cells](#)
- [ENERGY – Membrane Technology Group](#)
- [ENERGY – Photovoltaic Solar Energy](#)
- [Industrialization and processing of thermoset Composites](#)
- [Development of control systems for automotive applications](#)
- [Aquaculture Bio-Health: Sustainable disease prevention, diagnosis and control strategies in fish/shellfish farming, including pharmaceutical development \(vaccines and others\)](#)
- [New food products design: Study and predict consumer behaviours and consumption patterns](#)

### 4. APPLICATIONS

The application process will only be made on-line. The information relating to this call is available at [www.tifer-fellowships.com](http://www.tifer-fellowships.com). More information about the research fields can be found on this web site.

Candidates will be supported during the process by the Helpdesk: [tifer.helpdesk@tecnalia.com](mailto:tifer.helpdesk@tecnalia.com)  
This Helpdesk will also assist applicants in any question not solved in the web page.

Applications must be presented in English. All information of the process will be written in English.

TECNALIA will require the duly completed application and the required documentation to be submitted **by the 30<sup>th</sup> of November at the latest**:

- Application form: applicants will fill-up their personal data.
- CV (Annexed in PDF): It shall contain all relevant information about the training of the researcher, her/his professional experience and competence, research results as publications (i.e. ISI, position as author), projects (responsibility as project, task, or workpackage leader) and awards, etc.
- Letter of interest (Annexed in PDF): The candidate must write a letter telling:
  1. His/her motivation to be part of the desired research team.
  2. His/her personal adequacy to the fellowship
  3. The impact that it might suppose for his/her career and for TECNALIA.

- Project outline: (Annexed in PDF) description of the proposed research activities to be carried out during the fellowship. Minimum extension: 3 pages; maximum: 10 pages. Free format.

TECNALIA may require whatever documentation and/or complimentary information it considers necessary to properly understand and assess the submitted application, at any stage of the evaluation process.

TECNALIA could declare this call void because of:

- lack of candidates
- the submitted applications not meeting TIFER Programme's requirements, expectations or aims

## 5. SELECTION PROCESS

The selection will be based on the candidate's academic qualifications and research excellence and experience in the referred research field.

The Selection Committee is composed of internal (from TECNALIA) and external members. Beside the Selection Committee, there are remote project evaluators, members of the international scientific community, selected according to their expertise and the research area of the project.

The selection process will be organized as follows:

### 5.1. Eligibility check:

Applications must fulfil all the eligibility criteria if they are to be retained for the selection process. All applications will be reviewed according to the following eligibility criteria:

- Candidates must be non-residents undertaking trans-national mobility ( Definition of trans-national mobility: At the time of the deadline for submission of proposals, researchers must not have resided or carried out their main activity (work, studies, etc.) in Spain for more than 12 months in the 3 years immediately prior to the reference date. Short stays, such as holidays, are not taken into account.
- Candidates must hold a PhD Degree at the moment of the start of the fellowship, or must have at least four years of full-time equivalent research experience (including the period of research training) after the degree which formally allowed them to embark on a doctorate.

- Candidates must propose a research project aligned with the research fields specified before. The project should also be aligned with **TECNALIA's capabilities and areas of activity or expertise.**
- Completeness of the proposal, i.e. the presence of all requested information.
- Reception of the proposal before the deadline.

If the TIFER Programme Office finds that one eligibility criteria is not met, it will first inform the candidate giving him/her one week period to present the relevant documentation.

Those candidates whose applications are found to be ineligible will be informed of the grounds for such a decision.

## **5.2. Pre-selection**

Candidates will be ranked based on the sum of the two evaluations: candidate evaluation and project evaluation.

### a) Candidate Evaluation

The candidate evaluation will be based on the following criteria:

- Research results and experience
- Awards and reference letters
- Impact of the fellowship on candidate's career development

### b) Project Evaluation

The project evaluation will be based on the following criteria:

- Feasibility
- Degree of originality or innovation of the project
- Alignment **with the strategic research fields** specified in topic 3.

The top-ranked applicants will be invited for an interview. The non-selected candidates will be informed about the outcome of the evaluation of the pre-selection process, specifying the strengths and weaknesses of their applications.

## **5.3. Interviews**

In the interview, candidates will be evaluated by the Selection Committee according to the following criteria:

- a) Scientific knowledge shown. Candidates must show a high degree of scientific/technological knowledge about the technologies involved in the proposed project. The candidates will have to defend the feasibility to achieve the objectives,

- the degree of innovation, and the alignment of the project, responding to the objections addressed by the project evaluators.
- b) Team work capability. Tecnia sets importance to the capability of the candidate to be part of, or to lead, high performance teams.
  - c) Motivation. Considering that cultural adaptation to a new environment is always difficult, candidates should have a strong personal motivation for the mobility experience.
  - d) Personal skills. Communication, presentation, managerial, leadership skills of the candidate will be taken into account.

#### **5.4. Selection**

After the interviews, the Selection Committee will have to decide the final ranking list. The first candidates on this list will be accepted and the rest will enter a reserve list.

The non-selected candidates will be informed about the outcome of the interview specifying the strengths and weaknesses of their applications.

#### **5.5. Acceptance of fellowships**

Successful candidates will be invited to sign the job contract and will start the fellowship. Candidates on the reserve list might be selected in the event that another higher ranked application withdraws, is withdrawn, or is declared ineligible.

At the end of each phase of the selection process, applicants will receive feedback.

### **6. APPOINTMENT CONDITIONS OF SELECTED FELLOWS**

The fellows will sign a temporary job contract (24 months) and will benefit from employment conditions that meet the regional, national and European standards. This type of contract entitles fellows to full social security coverage. Earnings will be in line with the retribution salaries paid for co-workers with similar experience and responsibilities.

Tecnia guarantees non discriminatory treatment upon gender, age, disability, sexual orientation, religion or political believe, social origin and economic condition in compliance with Spanish legislation and its own internal regulations in force. It is also committed to the Recommendations of the “European Charter for Researchers” and the “Code of Conduct for the Recruitment of Researchers”.

## 7. ETHICAL ISSUES

TIFER is co-funded by the European Commission. As such, TECNALIA is committed to the fundamental ethical principles carried out by the Seventh Framework Programme and fully respects the “Charter of Fundamental Rights of the European Union”.

Due to the type of research carried out by Tecnalia’s research units the projects selected by the calls should not raise, in principle, any ethical issues. In any case, Tecnalia staff in charge of the initial screening of the fellowships applications as well as the members of the Evaluation and Selection Committee will be instructed to take into account the fields excluded from FP7, national and regional regulations.

Candidates are requested to comply with FP7 and destination’s national and regional regulations regarding ethics. In the proposal, they must identify beforehand, any potential ethics conflict. If the proposed research project raises ethical issues, the applicant must provide documents assuring that the project will be carried out according to the relevant legal and ethical frameworks.