



Guide for Applicants for Postdoctoral Contracts (R2 Researcher Staff)

1. The Postdoctoral Contract at UJA: Consolidate Your Research Career

The postdoctoral contract at the University of Jaén is designed as a crucial stage for the consolidation of your research career. Under the "access contract for doctoral research staff" modality, this position allows you to lead your own line of research, refine your specialization, and acquire a greater degree of scientific autonomy. UJA seeks to attract doctors with high potential to contribute to the excellence of its research groups and strengthen its impactful scientific production. This contract is an opportunity to expand your network of collaborations, develop new competencies (including advanced teaching), and take a decisive step towards independence as a researcher.¹

2. Key Features of Your Contract

This contract is governed by Article 22 of the Law on Science (LCTI) and is detailed in Article 6 of the UJA Hiring Regulations. Its main features are summarized below.¹

Feature	Detailed Description (Based on UJA Regulations)
Purpose of the Contract	To carry out research -focused tasks to strengthen and perfect the specialization obtained during the doctoral stage (Art. 6.2).
Contract Type	Access contract for doctoral research staff (Art. 22 LCTI).



Feature	Detailed Description (Based on UJA Regulations)
Duration and Working Hours	Fixed-term, full -time contract (Art. 6.1). The specific duration will be established in each call.
Remuneration	Remuneration may not be less than that corresponding to the category of Assistant Professor (Profesorado Ayudante Doctor) at UJA (Art. 6.3). The specific salary range is detailed in Annex II of the Regulations.
Teaching Collaboration	You may carry out teaching activity up to a maximum of 100 hours per year, following prior agreement with the involved department. This is a significant opportunity to develop your teaching profile (Art. 6.2).
Compensation	Upon termination of the contract due to the expiration of the agreed time, you will be entitled to receive the compensation provided for fixed -term contracts in Article 49 of the Workers' Statute (TRLET) (Art. 6.4).

3. Do You Meet the Requirements?

The requirements to be eligible for this contractual modality are specific and focus on accrediting your status as a doctoral researcher 1:

- **General Requirements:** The same nationality, functional capacity, and age requirements as for predoctoral staff apply (Art. 16).
- **Fundamental Academic Requirement:** Must be in possession of the title of Doctor (Art. 6.1).
- **Seniority Limits:** Depending on the specific call and the funding entity, time limits since





obtaining the doctorate may be established (e.g., no more than 7 years), with possible extensions for reconciliation reasons (maternity, paternity, care for dependents), a common practice in competitive calls.¹ You must always consult the specific rules of the call.

4. Application Process: Step -by -Step

The application procedure is identical to that described for predoctoral staff, following the unified framework of the UJA Hiring Regulations. However, the documentation to be prepared must reflect your postdoctoral career:

- **Key Documentation:** In addition to the basic documents, make sure to include:
 - A copy of the Doctoral degree or the thesis defense certificate.
 - A detailed *curriculum vitae* that highlights your scientific production (publications, conferences), your participation in research projects, international research stays, and any other merit relevant to your profile.
 - Documentary proof of all alleged merits.

5. Evaluation and Selection: How Will Your Application be Assessed?

The evaluation of postdoctoral applications is a rigorous process that seeks to identify excellence and scientific leadership potential.

The Selection Committee

As in other processes, a committee of experts will evaluate your application impartially and transparently, with its composition and operation regulated by Articles 18 and 19 of the Hiring Regulations.¹

Evaluation Criteria

The call's scoring scale (rubric), based on Annex I of the regulations, will place special emphasis on merits that demonstrate a consolidated research trajectory and high growth potential ¹:

- **R&D&I Experience (Block 3):** This will likely be the most important section. Aspects such as the following will be valued:





- Scientific articles published in prestigious indexed journals (3.5).
- Books and book chapters (3.8 - 3.11).
- Significant participation in national and international research projects (3.1).
- Research stays at prestigious centers (4.8).
- Patents, awards, or scientific recognitions (3.16, 3.18).
- **Professional Experience (Block 2):** Previous postdoctoral contracts or relevant experience in the private sector related to the object of the contract will be valued.
- **Additional Training (Block 4):** Other degrees, accreditations for handling specific techniques, or the supervision of academic work.
- **Interview (optional):** The interview will allow the committee to delve deeper into your research project, your future vision, and your communication and leadership skills.

6. Resolution and Next Steps

The procedure for publishing results, managing the reserve list, submitting allegations, and formalizing the contract is identical to that detailed in section 2.6 of the guide for predoctoral staff, guaranteeing the same rights and transparency in the final phase of the process.

7. Essential Information for Candidates

The same considerations as for predoctoral staff apply regarding international candidacies, persons with disabilities, language of documentation, and useful contacts. For international candidates, the provision of Article 22.2.c of the regulations is particularly relevant, as it establishes the procedure for the selection committee itself to recognize a non -homologated foreign doctoral degree, significantly speeding up the hiring process.¹



Annexes

Glossary of Key Terms

- **BOE:** Boletín Oficial del Estado (Official State Gazette).
- **BOJA:** Boletín Oficial de la Junta de Andalucía (Official Gazette of the Junta de Andalucía).
- **CACT:** Contrato de Actividades Científico-Técnicas (Scientific-Technical Activities Contract).
- **ECTS:** European Credit Transfer System.
- **HRS4R:** Human Resources Strategy for Researchers.
- **LCTI:** Ley de la Ciencia, la Tecnología y la Innovación (Law on Science, Technology, and Innovation - Law 14/2011, and its amendments).
- **LOSU:** Ley Orgánica del Sistema Universitario (Organic Law of the University System).
- **MECES:** Marco Español de Cualificaciones para la Educación Superior (Spanish Framework of Qualifications for Higher Education).
- **OTM-R:** Open, Transparent and Merit-based Recruitment.
- **OTRI:** Oficina de Transferencia de Resultados de Investigación (Research Results Transfer Office).
- **PDI:** Personal Docente e Investigador (Teaching and Research Staff).
- **PTGAS:** Personal Técnico, de Gestión y de Administración y Servicios (Technical, Management, and Administration and Services Staff).
- **TRLET:** Texto Refundido de la Ley del Estatuto de los Trabajadores (Consolidated Text of the Workers' Statute Law).

Annex: Comparative Table of Contract Modalities at UJA

The following table offers a global overview of the main access routes to a research career and research support at the University of Jaén, allowing applicants to understand the different opportunities and professional trajectories.

Hiring Profile	Career Level / Technical	Main Contract Modality	Degree Requirement (MECES Level)	Typical Duration	Main Functions	Teaching Possibility
Predoctoral Research Staff	R1	Predoctoral Contract (Art. 5)	Title granting access to Doctorate (Bachelor's, Master's)	Fixed-term (up to 4 years)	Completion of the doctoral thesis	Yes, up to 60h/year from the 2nd year
Postdoctoral Research Staff	R2	Access Contract (Art. 6)	Doctorate (Level 4)	Fixed-term (per call)	Consolidation of research specialization	Yes, up to 100h / year
Project	R2	Scientific -	Doctorate	Indefinite	Execution of	Yes, up to 60h



Hiring Profile	Career Level / Technical	Main Contract Modality	Degree Requirement (MECES Level)	Typical Duration	Main Functions	Teaching Possibility
Researcher (Doctor)		Technical Activities Contract (CACT) (Art. 8)	(Level 4)	(linked to funding)	research tasks in projects	/ year
Project Researcher (Non - Doctor)	R2	Scientific - Technical Activities Contract (CACT) (Art. 8)	Master's / Licentiate (Level 3)	Indefinite (linked to funding)	Execution of research tasks in projects	No
Senior Technical/Management Staff	PA1	Scientific - Technical Activities Contract	Master's / Licentiate	Indefinite (linked to funding)	High- qualification technical or management	No



Hiring Profile	Career Level / Technical	Main Contract Modality	Degree Requirement (MECES Level)	Typical Duration	Main Functions	Teaching Possibility
		(CACT) (Art. 8)			support	
Graduate Technical/Management Staff	PA2	Scientific - Technical Activities Contract (CACT) (Art. 8)	Bachelor's / Higher VET	Indefinite (linked to funding)	Qualified technical or management support	No
Specialist Technical Staff	PA3	Scientific - Technical Activities Contract (CACT) (Art. 8)	Bachiller / Medium VET	Indefinite (linked to funding)	Specialized technical tasks	No
Auxiliary	PA4	Scientific -	ESO / Basic	Indefinite	Auxiliary	No



Hiring Profile	Career Level / Technical	Main Contract Modality	Degree Requirement (MECES Level)	Typical Duration	Main Functions	Teaching Possibility
Staff		Technical Activities Contract (CACT) (Art. 8)	VET	(linked to funding)	support tasks	



Works Cited

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