



# Guide for Applicants for Project Researcher Contracts

## 1. The Project Researcher Contract at UJA: Impact and Stability

The University of Jaén, in its adaptation to new scientific and labor legislation, has adopted the Scientific-Technical Activities Contract (CACT) as the main modality for hiring research staff linked to projects and research lines. This indefinite-term contract represents a significant step towards the stabilization of research staff and reflects UJA's commitment to creating a safer and more attractive work environment.<sup>1</sup>

This type of contract is intended for staff, both doctoral and non-doctoral, who will carry out fundamental research tasks for the execution of specific projects or consolidated research lines. By opting for this path, you join a team with defined objectives, contributing directly to the generation of impactful results.

## 2. Key Features of Your Contract

The Scientific-Technical Activities Contract (CACT) is regulated in Article 8 of the UJA Hiring Regulations. It is crucial to understand its particularities.<sup>1</sup>

Feature	Detailed Description (Based on UJA Regulations)
Purpose of the Contract	"Execution of activities linked to one or more research lines or scientific - technical services, within the framework of R&D&I projects (Art. 8.1)."
Contract Type	"Indefinite - term contract, under the provisions of Articles 23bis and 32bis of the LCTI (Art. 8.1)."



Feature	Detailed Description (Based on UJA Regulations)
Duration and Linkage	"Although the contract is legally indefinite, its validity is linked to the continued funding of the research line(s) for which it was formalized. If the funding ends, the contract is terminated for objective cause (Art. 8.4). This transparency is key to managing the expectations of hired staff."
Remuneration	Remuneration is established according to the professional category (defined by qualification) and the specific call. The salary ranges are detailed in Annex II of the Regulations.
Teaching Collaboration	"Doctoral research staff hired under this modality may participate in teaching tasks up to a maximum of 60 hours per year, provided it is compatible with their research activity and upon prior authorization (Art. 24.1)."

### 3. Do You Meet the Requirements?

This category covers two main profiles of research staff, defined in Article 3 of the regulations according to the Spanish Framework of Qualifications for Higher Education (MECES) 1:

- **Doctoral Collaborator:** Requires possession of a Doctoral degree (equivalent to MECES level 14).
- **Collaborator:** Requires a Master's, Licentiate, Architecture, Engineering degree, or equivalent qualifications (MECES level 3).

In addition to these specific academic requirements, the general requirements for nationality, capacity, and age described in Article 16 of the regulations apply.

### 4. Application Process: Step-by-Step

The application procedure is the standard UJA process, unified for all profiles and described in detail in section 2.4 of the predoctoral staff guide. You must pay special attention to





preparing the documentation that accredits both your qualifications and the specific professional and R&D&I experience required in the project call.

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

The evaluation will focus on your suitability for the specific profile demanded by the project or research line. The Selection Committee (Art. 18) will assess your merits according to the rubric in Annex I, with special attention to 1:

- **Professional experience related to the object of the contract (Block 2):** This is a fundamental criterion. Previous experience in positions with similar functions, accredited by work contracts or invoices (in the case of freelancers), will be valued.
- **R&D&I Experience (Block 3):** Your prior participation in research projects, publications, contributions to congresses, and, where applicable, patents or participation in technology -based companies will be evaluated, provided they are aligned with the tasks to be performed.
- **Additional Training and Technical Knowledge (Block 4):** Other qualifications, specialization courses, and, notably, specific technical experience or knowledge directly applicable to the position (item 4.6 of Annex I) will be positively valued.

## 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 the previous profiles apply regarding international candidacies, persons with disabilities, language of documentation, and useful contacts. Of special importance is the clarity about the nature of the CACT contract, as explained in section 4.2, to ensure full transparency about the conditions of employment stability.



## 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).



## 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
<b>Researcher (Doctor)</b>		Technical Activities Contract (CACT) (Art. 8)	(Level 4)	(linked to funding)	research tasks in projects	/ year
<b>Project Researcher (Non - Doctor)</b>	R2	Scientific - Technical Activities Contract (CACT) (Art. 8)	Master's / Licentiate (Level 3)	Indefinite (linked to funding)	Execution of research tasks in projects	No
<b>Senior Technical/Management Staff</b>	PA1	Scientific - Technical Activities Contract (CACT) (Art. 8)	Master's / Licentiate	Indefinite (linked to funding)	High-qualification technical or management support	No



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



Hiring Profile	Career Level / Technical	Main Contract Modality	Degree Requirement (MECES Level)	Typical Duration	Main Functions	Teaching Possibility
		(CACT) (Art. 8)				



## Works Cited

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