

APPLICANTS GUIDE

FELLOWSHIP PROGRAMME CONTEXT

The Iberus Interdoc Programme is an International doctoral Fellowship Programme promoted by the Consorcio Campus Iberus (www.campusiberus.es), which is the Campus of International Excellence of the Ebro Valley.

Iberus Interdoc will recruit in two calls 23 Early Stage Researchers (ESRs) of any nationality to develop individual and freely selected research projects for 48 months at one of the four recruiting universities based in northeastern Spain: Universidad de Zaragoza - UNIZAR, Universidad Pública de Navarra - UPNA, Universitat de Lleida – UdL, and Universidad de La Rioja – UR.






The programme is co-founded by Campus Iberus universities and the European Union's Horizon Europe research and innovation programme under Marie Skłodowska-Curie grant agreement no 101178498.

The selection and recruitment process will follow the principles of the European Charter for Researchers and the European Code of Conduct for the Recruitment of Researchers.

The recruiting universities, that hold the Human Resources Strategy for Researchers – HRS4R seal, will openly demonstrate their commitment to act in a responsible and respectable way and to provide fair framework conditions to the researchers.

RESEARCH AREAS OF THE PROGRAMME

The International Fellowship Programme for Talent Attraction to the Campus of International Excellence Campus Iberus – Iberus Interdoc – will select 23 excellent Early Stage Researchers to develop individual and freely selected projects in five strategic areas of research specialisation:

-  Agri-food and Nutrition.
-  Health Technologies.
-  Energy, Environment and Sustainability.
-  Social and Territorial Development.
-  Circular Bio-Economy.

IBERUS INTERDOC FELLOWSHIPS

Positions offered at each university

Campus Iberus University	Nº of fellowships (1 st Call)	Nº of fellowships (2 nd Call)
University of Zaragoza	4	2
Public University of Navarre	5	2
University of Lleida	4	2
University of La Rioja	2	2

The following principal researchers are looking for doctoral candidates in their research area and university.

AGRI-FOOD AND NUTRITION

Ref.	University	Call	Research line	Supervisor in hosting research group
UDL-OM	University of Lleida	1	Use of nanostructured lipid systems to design plant-based foods with anti-obesity properties	Olga Martín Belloso
UDL-JR	University of Lleida	1	Creating highly diverse, low-competitive cover crop communities in permanent crops	Jordi Recasens
UDL-IA	University of Lleida	1	Evaluation of Nitrogen recycling and Nitrogen loss and potential improvements for its reduction in sustainable livestock production	Ahmad Reza Seradj
UDL-DP	University of Lleida	1	Plant protein production in the Mediterranean area to mitigate climate change: a large-scale modelling approach	Daniel Plaza-Bonilla
UDL-CR	University of Lleida	1	Effect of natural organic matter on the chemodynamics of nutrients and trace elements in soils, sediments and hydroponic media.	Carlos Rey-Castro
UPNA-RM	Public University of Navarre	1	Restoration of mountain grasslands through the recovery of sustainable dairy sheep	Rosa Maria Canals Tresserras
UPNA-FM	Public University of Navarre	1	Novel N-fertilisation approaches in the response to abiotic stress in plants	Jose Fernando Morán

UPNA-MM	Public University of Navarre	2	Wine lees: from waste to high-added value products	M ^a Remedios Marín Arroyo
UPNA-MJB	Public University of Navarre	2	Evaluation of health properties of sustainable foods based on industrial by-products	M ^a Jose Beriain
UPNA-LS	Public University of Navarre	2	Sustainable Viticulture: soil and plant management	Luis Gonzaga Santesteban García
UPNA-AZ	Public University of Navarre	2	Herbicide metabolism in weeds	Ana Zabalza
UR-MT	University of La Rioja	2	Recovery of bioactive compounds from winemaking waste	María Teresa Tena Vázquez de la Torre
UR-EG	University of La Rioja	2	Bacteria resistant to antibiotics in the food chain	Elena Gonzalez Fandos

CIRCULAR BIO-ECONOMY

Ref.	University	Call	Research line	Supervisor in hosting research group
UNIZAR-EP	University of Zaragoza	1	Green solvents and technologies applied to extracts from microorganisms	Elísabet Pires

HEALTH TECHNOLOGIES

Ref.	University	Call	Research line	Supervisor in hosting research group
UNIZAR-JC	University of Zaragoza	1	On the connection between Artin groups and quasiprojective varieties	Jose Ignacio Cogolludo Agustin
UNIZAR-EB	University of Zaragoza	1	Advancing ICP-mass spectrometry for nano/micro entity quantification	Eduardo Bolea Fernández
UNIZAR-EA	University of Zaragoza	1	Invariants of surface singularities	Enrique Artal Bartolo
UNIZAR-JM-2	University of Zaragoza	1	Population-based Risk Stratification and Prediction of Life-Threatening Ventricular Arrhythmias through Transfer Learning	Juan Pablo Martínez Cortés
UR-CT	University of La Rioja	1	Antimicrobial resistance in the environment: OneHealth approach with public health implications	Carmen Torres
UNIZAR-IM	University of Zaragoza	2	ONE HEALTH – ONE MEDICINE: PRECISION VETERINARY MEDICINE	Inmaculada Martín Burriel
UNIZAR-AC	University of Zaragoza	2	Prognostic biomarkers of neurodegenerative diseases	Ana Cristina Calvo
UPNA-JR	Public University of Navarre	2	Novel method to detect motor unit loss in muscle based on Electromyography	Javier Rodríguez Falces
UR-CP	University of La Rioja	2	BIG DATA analytics as a tool for medical decision making	Consuelo Pizarro Millán
UR-FC	University of La Rioja	2	Strategies for rationally designed cancer vaccines	Francisco Corzana López

ENERGY AND SUSTAINABILITY

Ref.	University	Call	Research line	Supervisor in hosting research group
UNIZAR-RM	University of Zaragoza	1	CO2 mitigation: capture, utilization and process decarbonization	Reyes Mallada
UNIZAR-JS	University of Zaragoza	1	Chemical process intensification by electrification	Jesús Santamaría
UNIZAR-JP	University of Zaragoza	1	Development of photocatalysts for the degradation and valorization of pollutants	Jesús Julián Pérez-Torrente
UDL-LC	University of Lleida	1	Innovative thermal energy storage tank with increased energy density and charge and discharge efficiency	Luisa Cabeza
UDL-JO	University of Lleida	1	Climate change and tree pathobiomes as key players in forest ecosystem health	Jonàs Oliva
UDL-DC	University of Lleida	1	Solar spectral splitting systems for sustainable building integration	Daniel Chemisana Villegas
UR-DS	University of La Rioja	1	Sustainable applications of solar energy storage	Diego Sampedro
UR-MM	University of La Rioja	1	Novel nanostructures for environmental remediation	Miguel Monge
UR-NL	University of La Rioja	1	Nature Based Solutions for flood mitigation	Noemí Lana-Renault Monrea
UPNA-AA	Public University of Navarre	1	Thermal efficiency of photovoltaic technology	Ángel M. Andueza Unanua
UPNA-AB	Public University of Navarre	1	Chemical Reactors and Processes for the Valorization of Renewable Resources	Alberto Navajas
UPNA-AC	Public University of Navarre	1	Structural Health Monitoring in wind turbines	Alfonso Carlosena García
UPNA-AG	Public University of Navarre	1	Development of nanoporous materials from industrial wastes	Antonio Gil

UPNA-AS	Public University of Navarre	1	Development of sustainable construction materials from byproducts and wastes	Andrés Seco Meneses
UPNA-MB	Public University of Navarre	1	Smart Photonic Metaconcrete	Miguel Beruete
UPNA-MG	Public University of Navarre	1	Microwave components for Earth Observation	Miguel Ángel Gómez Laso
UPNA-MR	Public University of Navarre	1	Energy Inertia: the path dependence of previous investments in our current and future energy systems	Mar Rubio-Varas

SOCIAL AND TERRITORIAL DEVELOPMENT

Ref.	University	Call	Research line	Supervisor in hosting research group
UNIZAR-JM	University of Zaragoza	2	Sustainable urban mobility: How to stimulate it	José Alberto Molina
UNIZAR-RO	University of Zaragoza	2	Teleworking, Family, Business and Sustainability	Raquel Ortega Lapiedra
UDL-MS	University of Lleida	2	Didactics, Heritage and Museography	Meritxell Simon-Martin
UDL-NA	University of Lleida	2	Archaeobotany, Archaeology of plant processing or Archaeology of storage	Natàlia Alonso
UDL-MB	University of Lleida	2	Evaluation of the socio-educational action model for family reunification in the child and adolescent protection system from the positive parenting approach	M.Àngels Balsells Bailón
UDL-JM	University of Lleida	2	Transport and territorial development in 20th century: Spain in the European context	Jordi Marti-Henneberg

EMPLOYMENT TERMS AND CONDITIONS

- 🌀 **4 years working contract full-time** (37,5 h/week).
- 🌀 Gross salary of **33.600 €/year**.
- 🌀 Researchers with family will receive a family allowance. This makes a total gross salary of **35.400 €/year** for researchers with family.
Family is defined as persons linked to the researcher by marriage (or in a relationship with equivalent legal status in the country where it was formalized) or children or economically dependent family member of the researcher.
- 🌀 Research budget of **28.800 €** (7.200 €/year) for research costs, trainings and networking.
- 🌀 Social health care included under the regime of Spanish Social Security System.
- 🌀 Vacation of 22 working days/year, besides 6 days of personal duties.
- 🌀 Maternity/paternity leave of 16 weeks.
- 🌀 Unemployment benefit for the 4-year contract, receiving an average of 65% of its salary per month.

Working conditions will comply with the principles of the EU Human Resources Strategy for Researchers, Code of Conduct for the recruitment of Researchers, and with the VIII collective agreement for universities in Spain.

Also, the recruiting organizations will offer researchers the possibility of flexible conditions to combine family and work (flexible working hours, part-time working, and online working to allow both women and men researchers to combine family and work, parenting and career) demonstrating a clear commitment to support family conciliation.

ELIGIBILITY CRITERIA

Researchers from all nationalities can apply for the Iberus Interdoc programme if they fulfill the following eligibility criteria:

- 🌀 The researcher must be an **Early Stage Researcher**, meaning that they must be holding a Higher Education Degree granting access to a doctoral programme and must not be in possession of a Doctoral Degree before the deadline of the call.
- 🌀 The researcher must comply with the **mobility rule of the Marie Skłodowska-Curie Actions**: not have resided or carried out their main activity (work, studies, etc.) in Spain for more than 12 months in the 3 years immediately before the call deadline.

Compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status (under the 1951 Geneva Convention and the 1967 Protocol) are not taken into account. Short stays are characterized by the type of activity rather than by a specific number of days. A period can only be considered as a short stay if the researcher did not reside or did not have their main activity (work, studies, etc.) in the country during that period (such as holidays or participation to conferences).

Researchers who are refugees in a member state or associated country in Europe (under the 1951 Geneva Convention and the 1967 Protocol) are encouraged to apply, irrespective of whether they are long-term residents or not, if they fulfil the other eligibility conditions.

WHEN TO APPLY

Call opening	Call deadline	Eligibility list	Evaluation results	Interviews and ethics clearance	Resolution	Appointment date at latest
01/02/2025	31/03/2025	April 2025	May 2025	May – June 2025	July 2022	December 2025
01/09/2025	31/10/2025	November 2025	December 2025	January-February 2026	March 2026	July 2026

HOW TO APPLY

Applications must be submitted on-line via the application tool of the Iberus Interdoc website and using the available templates, before the call deadlines.

1. Publication of the calls

The 1st call will be published on **February 1st 2025** and it will be opened for 2 months until **March 31st 2025**.

The 2nd call will be published on **September 1st 2025** and it will be opened for 2 months until **October 31st 2025**.

2. Application process

The full application pack consists of:

- 📄 **Standard application form** (filled in through the online application tool): personal data and contact details (handled according to the GDPR regulation), selected research topic and university, family or any special condition, academic degrees, countries lived in and MSCA mobility rule declaration statement, and any other fields required,
- 📄 Scanned copy of **identity card, resident's card or passport** in force.
- 📄 Scanned copy of your **MSc Certificate and transcripts**.
- 📄 Scanned copy of your **BSc Certificate and transcripts**.
- 📄 For non-EU candidates: **verified document** from the origin or hosting **institution confirming that your Higher Education Degree grants access to a doctoral programme**.
- 📄 **Curriculum Vitae** ([Europass model](#), max 3 pages - The information of the candidate must be also included in the dedicated sections of the Application Tool). Please specify refugee status, disabilities, victim of gender, data protection needs or any special needs.

- ❁ **Letter of motivation** expressing their interest in the research topic: one letter per topic applied for (free format, 2 pag. max), you are encouraged to choose more than one but limited to three.
- ❁ Draft of the **Personal Career Development Plan (PCDP)**: A document following a provided template (max. 3 pages) outlining short- and long-term goals, training aspirations, activities, and cross-sectoral mobility plans (e.g., intersectoral secondments or visits to collaborating partners).
- ❁ **Reference letters** (2 max.) in free format.

The programme welcomes returnees from international, intersectoral and/or non-academic experiences (e.g. research outside Spain, work in the industry or public administrations, or coming from a career break due to family or medical reasons) which will be taken in account in the evaluation criteria.

All documents must be presented in English. Only academic certificates may be presented in other *EU official languages such as French, Italian, German, Portuguese, Spanish.*

EVALUATION PROCESS

1st step – ELIGIBILITY CHECK

A list of eligible and non-eligible applicants will be published at the website. Candidates will have 14 calendar days to deliver missing documentation to duly justify eligibility. Eligibility will be reassessed and the definitive list of eligible applicants will be published. Only eligible candidates will be further evaluated.

2nd step – SCIENTIFIC EVALUATION

The evaluation of the applicant's CV and research proposal will be done by the scientific committee.

The following criteria will be assessed:

- ❁ **Applicant's background: Max score 60** (threshold 34).
 - ❁ Academic background: University studies (BSc, MSc), academic transcripts, awards, grants...
 - ❁ Mobility and international experiences (schooling or higher education abroad, Erasmus, etc), grants, networks and international associations.
 - ❁ Complementary transferable skills: digital skills, languages, sustainable practices, research integrity, mentoring, teamwork, leadership, management, knowledge valorization, interaction with society, involvement in associations, etc.
- ❁ **Career Development potential Max score 30** (threshold 20).
 - ❁ Motivation to pursue a PhD project in the proposed research topic and doctoral programme.
 - ❁ Previous experience related to the research topic (MSc thesis, conferences, posters, industry collaboration, traineeships, etc).

- ❁ Other valuable experiences (industry, public administrations, NGOs, entrepreneurship initiatives, policymaking, teaching, etc)
- ❁ **Research context: Max score 10** (threshold 5).
 - ❁ Complementarity of the candidate and their PCDP with the supervisory team and the doctoral training programme.
 - ❁ Research project potential impact on the RIS3 of Campus Iberus regions or research strategies at national/international level.
 - ❁ Interdisciplinarity of the research project, consideration of the gender dimension and other diversity aspects of the research, open science and impact for the society.

Upon evaluation by the scientific committee a list of pre-selected candidates passing the thresholds will be ranked and published. Pre-selected candidates based on their scores will be invited to the interview phase.

3rd step - INTERVIEW

Candidates will be interviewed by the technical committee of the university of their application and evaluated according to the following criteria:

Evaluation criteria	Max. score (threshold)
Transversal skills and other competences (e.g. presentation, communication, English, leadership...)	25 (14)
Motivation to pursue a PhD project in the proposed research topic and doctoral programme	25 (14)
Career development potential, expectations and prospects	25 (16)
Complementarities between the candidate, supervisory team and the programme	25 (16)
Total max. score (threshold)	100 (60)

The interview will have an approximate duration of **30 minutes** through an online secured platform.

4th step- ETHICAL EVALUATION

The Ethical Committee will revise the ethics self-assessments provided by the applicants and evaluate if they may arise any ethical issues. Recommendations will be given to ensure compliance with the national and EU legal framework. Projects may be finally discarded if they involve major unresolved ethical issues.

The following fields of research shall not be financed: a) research activity aiming at human cloning for reproductive purposes, b) research activity intended to modify genetic heritage of human beings which could make such changes heritable, c) research activities intended to create human embryos

for research or for stem cell procurement, including by means of somatic cell nuclear transfer, d) research on human stem cells, both adult and embryonic.

In case activities undertaken in non-EU countries raise ethics issues, the beneficiary must confirm that the research conducted outside the EU is legal in at least one EU Member State.

5th step – FINAL SELECTION

Candidates passing all phases of the evaluation will be ranked according to their final scores as follows:

Scientific evaluation	Interview	Ethical evaluation
60%	40%	Go / non-go

A final ranking list per university will be published at the programme's website. Candidates with the highest scores will be selected by following the ranking order until covering the number of the available positions at the corresponding university. Non selected candidates passing both phases of the evaluation process will be part of the waiting list in ranking order.

6th Step – RESOLUTION

Campus Iberus will communicate the results to all the applicants, regardless of whether they are rejected, selected or on the waiting list. The awarded applicants will receive an official invitation to join the Iberus Interdoc Programme and will be given 14 calendar days to accept. In case of resignation, the following candidate on a score basis will be contacted and successively. Upon acceptance, the recruiting university will start the fellow's appointment process (contracting formalities, visa application, migratory processes, etc).

REDRESS PROCEDURE

An appeal on the eligibility and procedural issues of the evaluation can be made by using the redress template available on the website. The redress procedure must be started within the 14 calendar days of receiving the notification of the result they wish to appeal. The appeal will be resolved in less than a month and the candidate will be communicated the resolution.

The programme will not call into question the scientific or technical judgement of the appropriately qualified experts of the external evaluation.

RESIGNATIONS AND SUBSTITUTIONS

If the beneficiary wishes to renounce the contract, he/she must inform the Human Resources Services and Iberus Interdoc Programme Manager giving at least 30 days of notice. His/her communication must state that the resignation is voluntary and the date ending his/her contractual obligations.

If the candidate withdraws from the selection process before contract signature, the next candidate on the waiting list of the hosting university will be appointed.

APPOINTMENT

The granted candidate will be appointed upon acceptance and in any case before end of **December 2025** for the of the 1st call and in **July 2026** for the 2nd call. The contract will last 48 months.

INCOMPATIBILITY

The employment contracts of the doctoral fellows are incompatible with any other grant or contract, with payments that imply a contractual link of a similar nature or with activities that may prevent the individual from dedicating him/herself exclusively to the work that is the object of the contract.

Acceptance of the contract implies carrying out the research proposed on-site at the hosting university.

RESPONSABILITIES OF THE CONTRACT

- 🌀 Publication of articles in open access journals in gold open access or in the university's repository in green open access with an embargo period of no longer than 6 months or 12 months for Arts and Humanities and Social Sciences.
- 🌀 Dissemination of results acknowledging the funding programme Iberus Interdoc and EU emblem.
- 🌀 Taking part in the training activities of the programme or at least 8 trainings and/or a total of 40 hours. Mandatory training in Ethics and Research Integrity.
- 🌀 Comply with the EU Code of Conduct for Research Integrity and institutional good practices.
- 🌀 Informing of any ethical issues affecting the project.
- 🌀 Reporting the Personal Career Development plan within the 6 months and before the end of the contract.
- 🌀 Reporting a mid-term report (18 months) and a final report before the end of the contract. The report must include:
 - Summary.
 - Scientific activities.
 - Ethic issues revision.
 - Dissemination and communication activities (publications, conferences, presentations, press releases, social media, etc).
 - Secondment and other collaborative events.
 - Training activities.
 - Other achievements: product development, patent invention, grant applications, teaching activities, etc.

