

# GUIDE FOR APPLICANTS

(2<sup>ND</sup> CALL OPEN: 1<sup>ST</sup> JULY, 2024 – 30<sup>TH</sup> SEPTEMBER, 2024 )  
VERSION: 20240711

**IMPORTANT INFORMATION FOR 2<sup>ND</sup> CALL:** Experienced researchers offer: 17

Opening date: 1 <sup>st</sup> July 2024	Deadline: 30 <sup>th</sup> September 2024
Webiste: <a href="https://postdoc-aristos.com/">https://postdoc-aristos.com/</a>	Twitter: <a href="https://twitter.com/postdocAristos">https://twitter.com/postdocAristos</a>

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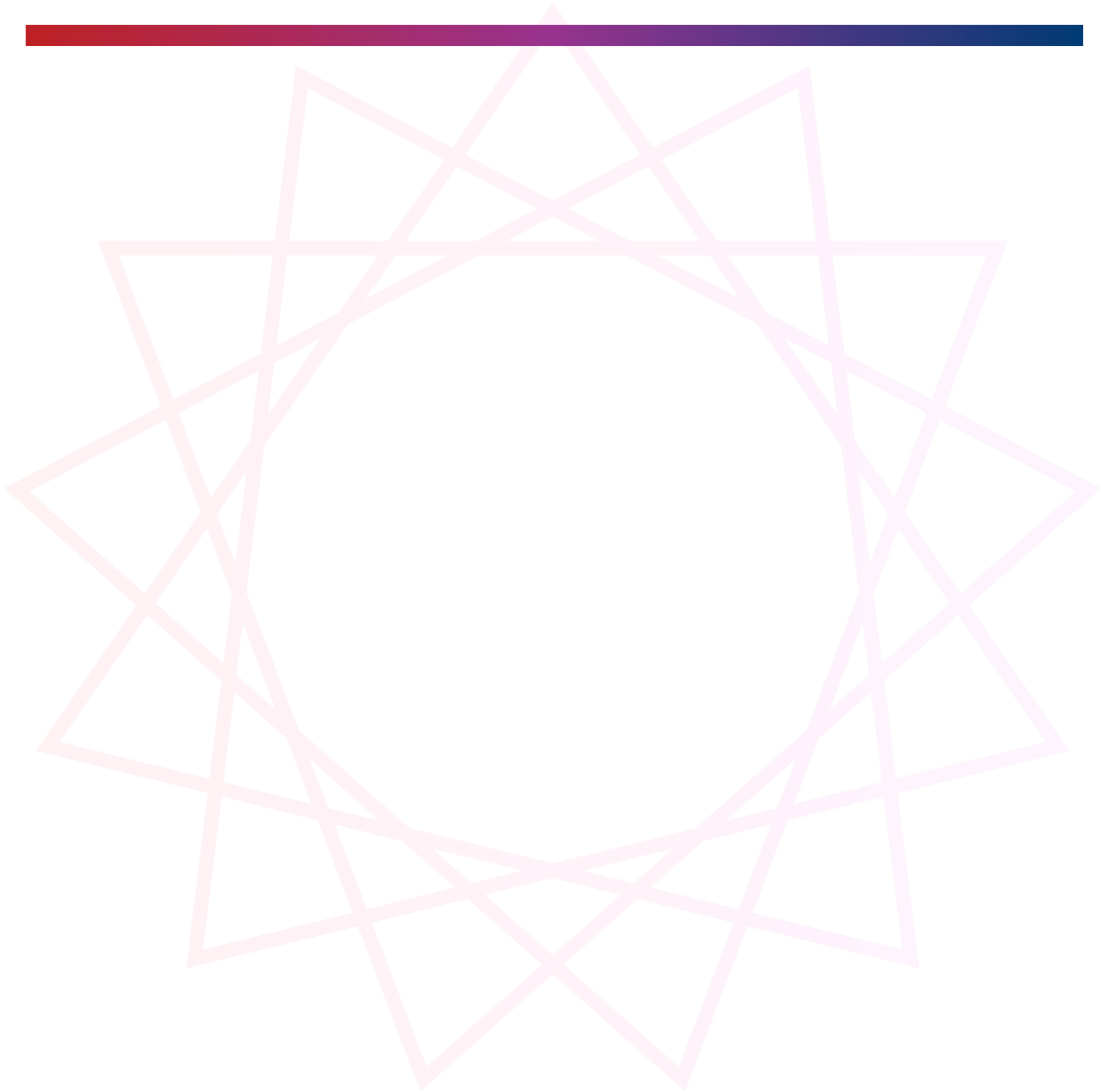
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## 1. ABOUT ARISTOS PROGRAMME

ARISTOS is a strategic program in Biomedicine and Health Sciences, led by CIBER (Consortio Centro de Investigación Biomédica en Red) in Spain, that offers 27 postdoctoral positions for three years each. The program's goal is to provide highly-qualified postdoctoral researchers with opportunities for international, intersectoral, and interdisciplinary research through a competitive recruitment process. The program will have one main call and a reserve call if needed, and it will offer excellent and competitive working conditions for Fellows in line with the European Charter for Researchers and Code of Conduct.

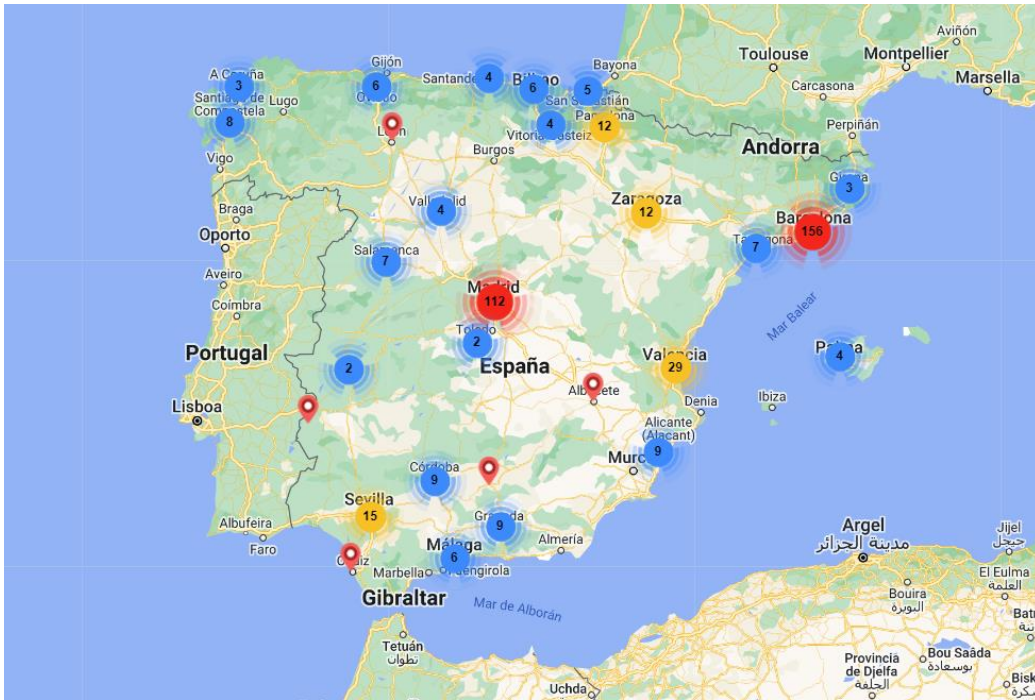
### What is CIBER?

CIBER is the largest research center in Biomedicine in Spain with 511 academic and clinical research groups, selected on the basis of their scientific excellence. It is structured in 13 [Thematic Areas](#) (see table) and has a staff of 800 appointed and around 6.000 attached researchers, associated to 104 different affiliated institutions (universities, research centers and hospitals). CIBER was set up under the initiative of the Carlos III Health Institute of the Ministry of Science and Innovation and the Ministry of Health to promote research excellence in biomedicine and health sciences both in the National Health and the Science and Technology Systems.

[CIBER](#) has a dynamic and interdisciplinary nature that makes it an international reference in research and innovation. Fellows in the ARISTOS program will carry out research projects in CIBER groups on topics of their choice and will participate in career enhancing actions such as research training, courses in research techniques, workshops for transferable skills, and access to international scientific and clinical networks. The program also aims to promote knowledge transfer and mobility between the public and private sectors.

CIBER gathers some of the most important research facilities for biomedicine in Spain, directly participating in more than 17 technology and research platforms (e.g. the Unique Scientific and Technological Infrastructure for the Production and Characterization of Nanomaterials, Biomaterials and Systems in Biomedicine (NANBIOSIS), the National Platform of Biobanks and Biomodels, the Bioinformatics Platform, the Mental Health & Disability Instruments Library,)

CIBER's own research equipment is physically located in the premises of the affiliated institutions where each CIBER group is based. In addition to that, bilateral agreements between CIBER and each affiliated institution regulate and grant access for CIBER researchers to the Institutions' research infrastructure. It is thus guaranteed that the Fellows will have access to the necessary infrastructure for their projects, if needed.



Geographical Distribution of CIBER groups. For further detail, please check CIBER website <https://www.ciberisciii.es/en/thematic-areas/geographical-distribution>

13 Thematic Areas in CIBER	
Bioengineering, Biomaterials and Nanomedicine (CIBER-BBN): <a href="https://www.ciber-bbn.es/en">https://www.ciber-bbn.es/en</a>	Cardiovascular Diseases (CIBERCV) <a href="https://www.cibercv.es/en">https://www.cibercv.es/en</a>
Diabetes and Metabolic Diseases (CIBERDEM) <a href="https://www.ciberdem.org/en">https://www.ciberdem.org/en</a>	Liver and Digestive Diseases (CIBEREHD) <a href="https://www.ciberhd.org/en">https://www.ciberhd.org/en</a>
Rare Diseases (CIBERER) <a href="https://www.ciberer.es/en">https://www.ciberer.es/en</a>	Respiratory Diseases (CIBERES) <a href="https://www.ciberes.org/en">https://www.ciberes.org/en</a>
Epidemiology and Public Health (CIBERESP) <a href="https://www.ciberesp.es/en">https://www.ciberesp.es/en</a>	Frailty and Healthy Ageing (CIBERFES) <a href="https://www.ciberfes.es/en">https://www.ciberfes.es/en</a>
Infectious Diseases (CIBERINFEC) <a href="https://www.ciberinfec.es/">https://www.ciberinfec.es/</a>	Neurodegenerative Diseases (CIBERNED) <a href="https://www.ciberned.es/en">https://www.ciberned.es/en</a>
Physiopathology of Obesity and Nutrition (CIBEROBN): <a href="https://www.ciberobn.es/en">https://www.ciberobn.es/en</a>	Oncology (CIBERONC) <a href="https://www.ciberonc.es/en">https://www.ciberonc.es/en</a>
Mental Health (CIBERSAM): <a href="https://www.cibersam.es/en">https://www.cibersam.es/en</a>	

## What does ARISTOS offer?

This call offers 27 postdoctoral positions for researchers who will be designated as Marie Skłodowska-Curie Fellows and hired under a 3-year full-time employment contract (37.5h/week).

Fellows will receive a range of benefits, including access to maternity/paternity full pay (16 weeks for each parent), pension rights, sick leave, as well as public healthcare coverage. Vacation of 22 working days/year, and 6 days of personal duties

The remuneration awarded to the Fellows will include a baseline annual gross salary (39.848€), plus a mobility allowance (3.600 €/year) for relocation plus a family allowance (up to a maximum of 3.600 €/year) in the case the researcher moves with his/her family. In addition, and depending of the country of origin of the Fellow, he/she will receive an average of 900 €/year to cover other travel expenses than those related with the research. In case of researchers with disabilities, a special needs allowance will be allocated.

	FULL TIME CONTRACT	<b>36 months</b>
	LIVING ALLOWANCE (INCLUDES SOCIAL SECURITY CHARGES)	<b>39.840 €/year</b>
	MOBILITY ALLOWANCE	<b>3.600 €/year</b>
	FAMILY ALLOWANCE	<b>Maximum of 3.600 €/year</b>
	TRAVEL ALLOWANCE	<b>An average of 900 €/year</b>
	SPECIAL NEEDS ALLOWANCE	<b>(if needed)</b>
	RESEARCH COSTS	<b>8.400 €/year</b>
	TRAINING	<b>3.000 €/year</b>

## Training and Personal Career Development Plan (PCDP)

Our advanced training program offers a holistic approach, incorporating both research-oriented and soft skills development, to enrich your professional growth. A unique opportunity to gain intersectoral exposure awaits you, as you will engage in a three to twelve months secondment with a company of your preference. As a member of our esteemed community of researchers, you will have access to various training events and meetings, fostering opportunities for collaboration and exchange of ideas.

Throughout the program, there is a wide array of planned training events, conferences, and gatherings. These opportunities are vital for participants as they provide a platform to expand knowledge, acquire essential skills, and engage in meaningful discussions with experts and peers. Attendance to these events fosters collaboration, networking, and the exchange of ideas, enabling participants to grow academically and professionally. CIBER

understands the significance of such occasions in nurturing well-rounded individuals ready to tackle challenges in their respective fields. Therefore, we have incorporated some of the most notable events into the program, offering participants the chance to broaden their horizons and build valuable connections. Several courses will be held (e.g. Ethics and Research Integrity, Open Science and Data Research Management) and seminars (e.g. Communication skills, IPR issues, Career skills). Besides, two Entrepreneurs Dissemination Days will be carried out. Additionally, several Infodays will take place.

### Personal Career Development Plan (PCDP)

To be completed in further versions of this guide, please keep on visiting <https://postdoc-aristos.com/>.

## 2. ELIGIBILITY CRITERIA

Applicants to ARISTOS Program should fulfil the following eligibility criteria:

- Research Experience:** Applicants must be holding a Ph.D. degree on the date of the call deadline.
- Mobility Rule:** Researchers must not have resided or carried out their main activity (work, studies) in Spain for more than 12 months in the 3 years immediately before the call deadline.
- Publication track record:** Candidates must have at least three publications in international peer-reviewed journals at the time of the call deadline.
- Secondment:** all applicants must incorporate elements of cross-sectoral mobility and interdisciplinarity in their applications. This can be achieved through the inclusion of an intersectoral secondment, ranging from three to twelve months, with a company that aligns with their research focus (please, check section [How to apply](#))

#### APPENDIX 1: MOBILITY TRACK

*This table serves to demonstrate the compliance with the MSCA mobility rule.*

Period	Country	Institution/Organization	Duration (years)	Position

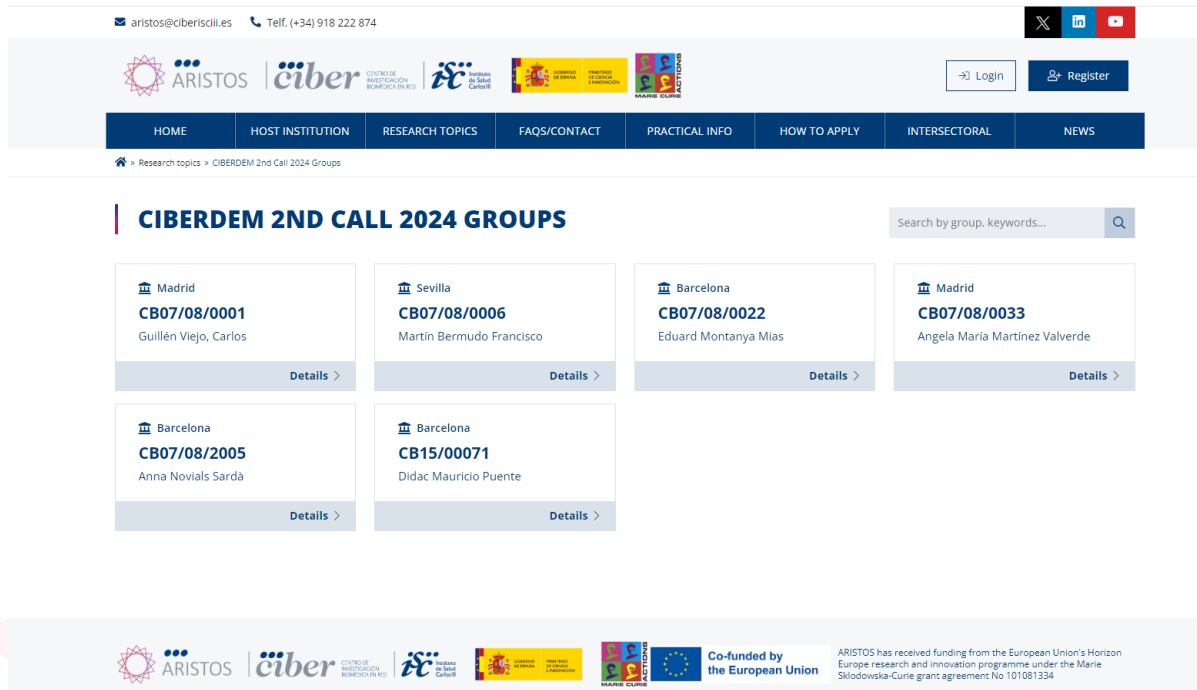
Researchers of any nationality may apply. Before the contract is finalized, you may be asked to provide evidence to verify your eligibility. In the proposal template, appendix 1, candidates must complete a mobility track.

## 3. RESEARCH TOPICS

As mentioned, CIBER is structured in 13 [Thematic Areas](#), it is a network of excellence groups distributed throughout the [Spanish territory](#). You can navigate them through [ARISTOS website](#) or through each of the 13 areas in their independent websites. Please note that the

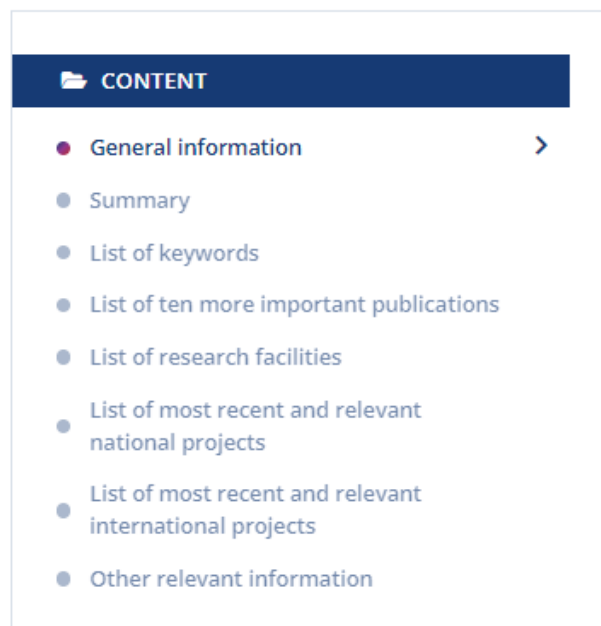
groups that are **offered as hosting groups** can only be found on the program's website (<https://postdoc-aristos.com/ResearchTopics/>).

Each of the thematic areas sections contains the offer of hosting groups interested in participating in the program.



Please note that there is a **search engine available** where you can search by topic, keyword (see Appendix 1 for the indexed word list), city or researcher's name.

When a group is selected, information about the group is displayed as in the image below:





If candidates are interested in a specific group and need more information for the proposal preparation, they can contact the program manager for further details via [aristos@ciberisciii.es](mailto:aristos@ciberisciii.es).

## 4. APPLICATION PROCEDURE

The key dates of the 2024 call are:

2 <sup>nd</sup> ARISTOS Call	
Offered	17 ER positions
Opening date:	1 <sup>st</sup> July 2024
Deadline:	30 <sup>th</sup> September 2024 (11 am Central European Summer Time- CEST)

These are the steps that candidates must adhere to ensure a successful application:

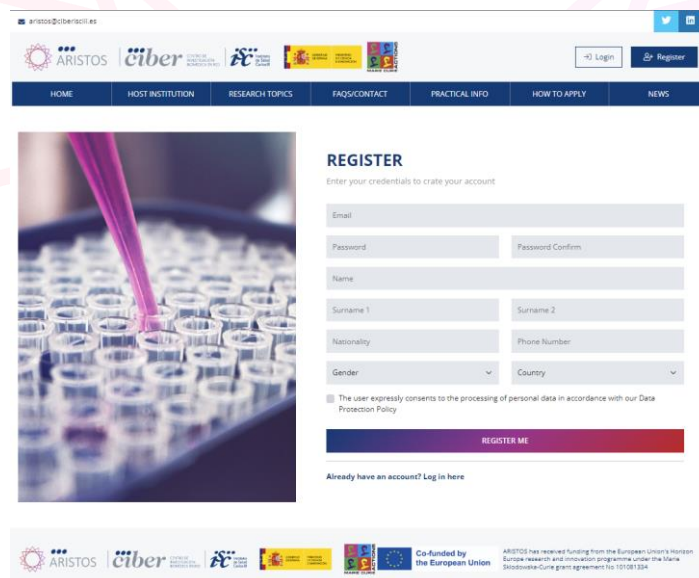
1<sup>st</sup>: Access the ARISTOS Program website <https://postdoc-aristos.com/>

2<sup>nd</sup>: Download the following templates in <https://postdoc-aristos.com/HowToApply> section

### Required templates

- Summary of the proposal
- Curriculum Vitae
- Research Proposal
- Letter of commitment for the non-academic partner proposed to host a secondment.
- Motivation letter

3<sup>rd</sup>: Register in the ARISTOS Program website to access the Personal Area.

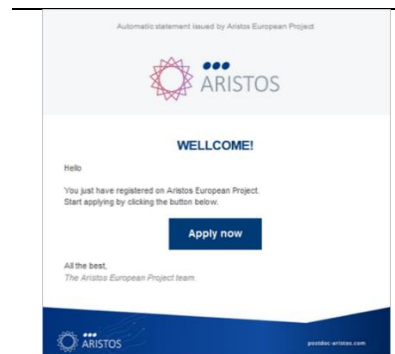
The screenshot shows the ARISTOS website interface. At the top, there are logos for ARISTOS, ciber, and other partners. Below the navigation menu, there is a 'REGISTER' form. The form includes fields for Email, Password, Password Confirm, Name, Surname 1, Surname 2, Nationality, Phone Number, Gender, and Country. A checkbox indicates that the user consents to the processing of personal data. A 'REGISTER ME' button is at the bottom of the form. To the left of the form is a photograph of a laboratory tray with test tubes.



4<sup>th</sup>: Reception of a confirmation email (once register is fulfilled).

5<sup>th</sup>: Fill in an online application form with personal, academic and research proposal information.

6<sup>th</sup>: Upload the required files for evaluation (evidence of Doctoral degree, CV, Motivation Letter and Research Proposal)



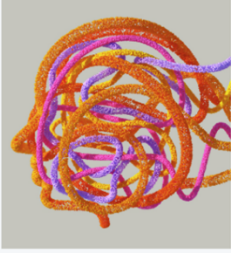
Please, note that candidates can create a **draft version of the application and can upload non-definitive versions of the documents**, and change it as many times as needed during the call period. When a new document is uploaded, the former document is eliminated. Only successfully submitted applications will be taken into consideration. Besides, only applications that comply with the specified format will be sent to evaluation.

### Information required in the application form

The application form requires to provide: personal data, academic records, research proposal information. Mandatory fields are marked with \*:

INFORMATION REQUIRED IN THE APPLICATION FORM	
Personal Information	Academic Information
Name (middle name) *	Current Affiliation*
Surname 1 *	Have you spent more than 12 months in Spain during the last 36 months (before 30/09/2024)?* (yes/no/comments)
Surname 2	Do you have a PhD title issued before 30/09/2024?*(yes/no/other-free text)
Gender (We collect this info for statistical purposes)	Doctoral date of (expected) award*
Nationality*	University degree giving access to PhD (date of award)*
Country of residence* (Your country of residence at the time of proposal submission)	Do you have at least 3 publications on peer-review journals?*
E-mail* (It will be used for future communications)	DOI of publications in peer reviewed journals
Telephone number	

The following are screenshots of the website registration and submission form:



**Personal info**

Name

Surname 1  Surname 2

Nationality  Phone Number

Female

[UPDATE DATA](#)

Step 1: Academic info    Step 2: Research proposal    Step 3: Files    Step 4: Send

### STEP 1: ACADEMIC INFO

**Current Affiliation**

**Have you spent more than 12 months in Spain during the last 36 months?**

**Do you have a PhD title?**

**Doctoral date of (expected) award**

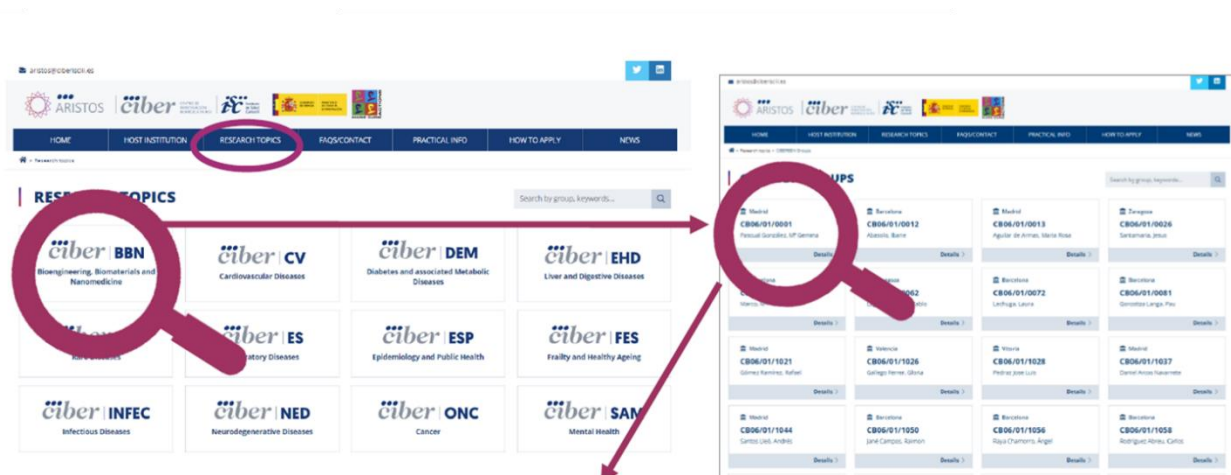
**University degree giving access to PhD (date of award)**

**Do you have at least 3 publications on peer-review journals?**

[Next >](#)

Finally, candidates must complete the research proposal information, by filling in the following fields and uploading the mandatory files:

To seek information about the available hosting groups, check each hosting group in [ARISTOS website](#). Research Topics > Select an Area > Select a Group



INFORMATION REQUIRED IN THE APPLICATION FORM	
<b>Research proposal</b>	
Title of your project and acronym * ( <i>max 100 characters</i> )	Selected seconding company:
Host group PI name	Main research area *
Host group code	Keywords (see 7. Appendix: Keywords for submission form) Type 1 –max 5, Type 2 – max 5 Type 3 – max 10: free of choice)
CIBER area	Summary of your project ( <i>PDF file, 2MB max. file size</i> )*
Affiliated Institution of the hosting group	

Step 1: Academic info      Step 2: Research proposal      Step 3: Files      Step 4: Send

### STEP2: RESEARCH PROPOSAL

**Title of the project (Maximum 100 characters)**  
 Title of the project  
 Characters: 0

**Acronym of your project**  
 Acronym of your project

**Host group IP name**  
 Host Groups

**Affiliated Institution of the hosting group**  
 Affiliated Institution

**Selected seconding company**  
 Seconing company

**Summary of the proposal (500 - 600 words - No image supported)**  
 Summary of the proposal  
 Characters: 0

**Keyword 1**  
 Keywords 1

**Keyword 2**  
 Keywords 2

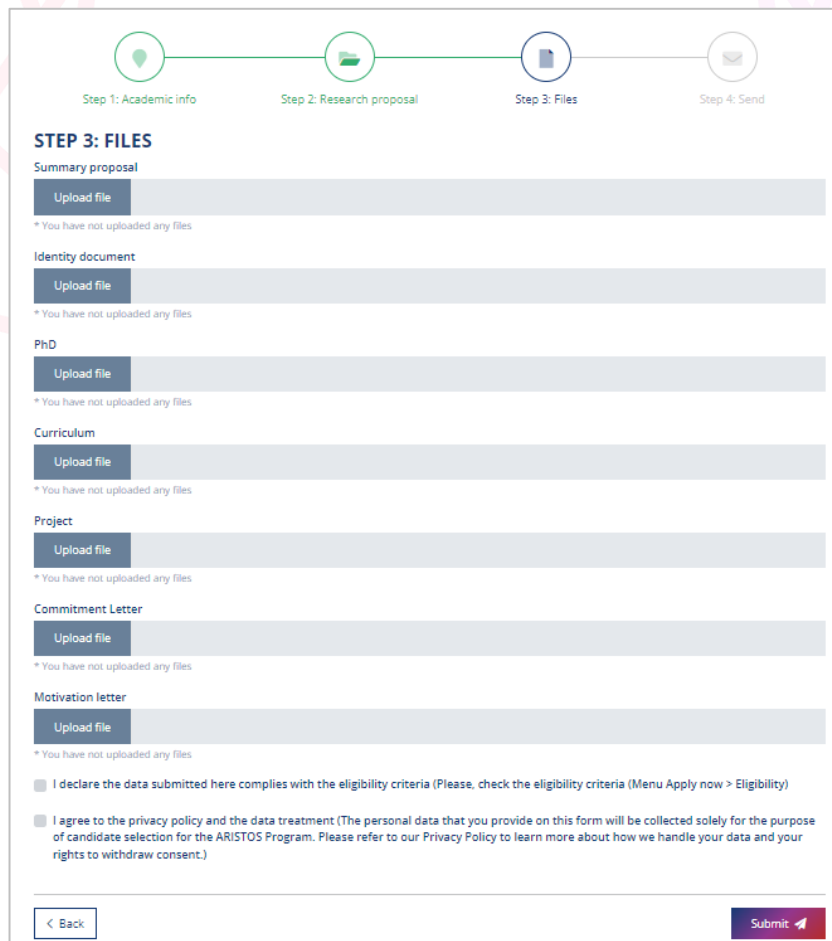
**Add more keywords**  
 + Add keyword

< Back      Next >

Documents to upload	
<input type="checkbox"/>	Summary of the proposal (1 page cover, 1 page summary) – Template (PDF)*
<input type="checkbox"/>	Identity Document or equivalent (e.g. Passport) (PDF)*
<input type="checkbox"/>	Copy of the Doctorate degree (PDF)*
<input type="checkbox"/>	Curriculum Vitae (PDF)* (Europass format, maximum 5 pages)
<input type="checkbox"/>	Research Proposal (PDF)* (max.14 pages), Sections of Excellence, Impact and Implementation together with an ethical issues table - Template
<input type="checkbox"/>	A letter of commitment signed by the non-academic partner proposed to host a secondment. (PDF)*- Template
<input type="checkbox"/>	Motivation letter (PDF file)*

Please note that the following documents **must be prepared in advance** before uploading them to complete the proposal. However, once a document is uploaded it can be substituted by a later version **before the submission**. Link to [templates download](#):

- Summary of the proposal (**PDF, 2 pages**): candidate’s name, the title of the project, host group and its Affiliated Institution, the selected seconding company and the Program panel (1 page) and summary of the proposal (1 page)
- Curriculum Vitae (**PDF**). **Europass format, maximum 5 pages**. Only CVs that conform to these guidelines will be evaluated.
- A research proposal (**PDF, 14 pages max**) including the sections of Excellence, Impact and Implementation together with an ethical issues table. Only research proposals using this format will be considered.
- A letter of commitment signed by the non-academic partner proposed to host a secondment (**PDF**).
- Motivation letter (**PDF, 2 pages max**). Candidates have the opportunity to discuss their research background, expertise, suitability for the selected position, research interests, motivation to participate in the ARISTOS program, the foreseen impact of the Fellowship on their career development, as well as briefly explain any potential career breaks.



The screenshot shows a web interface for the ARISTOS application process. At the top, there is a progress bar with four steps: Step 1: Academic info, Step 2: Research proposal, Step 3: Files, and Step 4: Send. Step 3 is currently active.

**STEP 3: FILES**

**Summary proposal**  
 Upload file  
 \* You have not uploaded any files

**Identity document**  
 Upload file  
 \* You have not uploaded any files

**PhD**  
 Upload file  
 \* You have not uploaded any files

**Curriculum**  
 Upload file  
 \* You have not uploaded any files

**Project**  
 Upload file  
 \* You have not uploaded any files

**Commitment Letter**  
 Upload file  
 \* You have not uploaded any files

**Motivation letter**  
 Upload file  
 \* You have not uploaded any files

I declare the data submitted here complies with the eligibility criteria (Please, check the eligibility criteria (Menu Apply now > Eligibility))

I agree to the privacy policy and the data treatment (The personal data that you provide on this form will be collected solely for the purpose of candidate selection for the ARISTOS Program. Please refer to our Privacy Policy to learn more about how we handle your data and your rights to withdraw consent.)

At the bottom of the form, there is a '< Back' button on the left and a 'Submit' button on the right.

Once the final versions of all documents are uploaded the proposal can be submitted. A confirmation email will be received.

Only one application can be submitted per candidate.

### Ethics eligibility

Eligible applications should address all ethical issues in research and especially those related with biomedicine, such as animal experimentation, use of human cells and tissues or data handling. [Link to Horizon Europe Guide:](#)

The ARISTOS Ethical Committee will be in charge of safeguarding the compliance with the Ethics Standards as stated in the European Charter of Fundamental Rights of the Lisbon Treaty. Each individual project will be validated by the Ethical Committee of the institution where the project will be developed.

## 5. FILLING THE RESEARCH PROPOSAL TEMPLATE

The proposal must be written in English, following the provided template as guide. In the first page, candidates will find more detailed instructions. **A candidate can only submit one application.**

The template is divided into the following sections that will be evaluated according to the [Evaluation criteria](#).

EVALUATION CRITERIA		
<p><b>EXCELLENCE</b></p> <p>Quality, creativity, innovative aspects and credibility of the research objectives (including multidisciplinary aspects benefiting from CIBER interdisciplinarity) Intersectoral aspects of the research objective (academic, industry, societal) specific to the aims of the Program. Suitability of the selected seconding company. Quality of the academic track record of the applicant relative to the research proposed (e.g. patents, publications, research stays, projects) Compliance of the proposal with the Open Science principles.</p> <p>Weight: 40% (priority 1)</p>	<p><b>IMPACT</b></p> <p>Consistency of the research project with the hosting research group. Effectiveness of the proposed communication, exploitation and dissemination plan relative to the research field. Fellows' potential to establish a leadership role in the proposal field, apt to their experience level, in Spain/internationally and in academia/ industry. Potential for increased impact of research via industry/clinical collaboration.</p> <p>Weight: 35% (priority 2)</p>	<p><b>IMPLEMENTATION</b></p> <p>Overall coherence and effectiveness of the work plan, including appropriateness of the allocation of tasks and resources, and the contingency plan. Opportunity to enhance research, via appropriate international collaboration with relevant industry &amp; clinical sectors; potential development of proof of concepts. Match of the host group's infrastructure with the project scope</p> <p>Weight: 25% (priority 3)</p>
<p>AN OVERALL THRESHOLD OF 70% WILL BE APPLIED TO THE TOTAL WEIGHTED SCORE</p>		

## Section 1: Excellence

I.1 Introduction: background and context. *Describe shortly the topic and state of the art of your proposal (introduction, challenge definition, topics being addressed, etc.)*

I.2 Concept and objectives. *Enumerate the main goal and specific objectives of your research project and explain how they align with the topic being addressed by the proposal.*

I.3 Research methodology including multidisciplinary approach. *Describe the overall design of the research to address the objectives (strategies, procedures, methodologies, experiments, potential risks), including ethical considerations such as participants' consents, confidentiality issues, potential risks). How is the multidisciplinary of CIBER utilized/incorporated in the proposal? To what extent can the multidisciplinary of CIBER enhance/enrich the proposal?*

I.4 Innovation and originality. *Highlight the innovative and originality aspects of the proposal.*

I.5 Suitability of the selected company. *Explain and justify the selection of your seconding company and why it would be beneficial for your project research and career development. Highlight the intersectoral approach of the proposal.*

I.6 Open Sciences practices. *Explain how the open science principles are considered in the proposal (e.g. data sharing, code sharing, open access publications, reproducibility and transparency).*

## Section 2: Impact

II.1 Identified CIBER hosting group and integration with the group. *Explain the expected impact of the planned research and training on your future career prospects (e.g. new competences, skills, professional maturity). Discuss the expected impacts of your research project on the research group (advancements in the field, international network, knowledge transfer, etc.)*

II.2 Expected outcomes: impact of your research. *Explain how the project's results are expected to make a difference in terms of impact at national and international level (social, scientific, industrial, etc.)*

II.3 Measures for communication, exploitation and dissemination. *How will new knowledge generated be communicated, disseminated and exploited to maximize the impact of your project. In case a commercial application is envisaged, define de strategy for the management of intellectual property and foreseen protection measures such as patents.*

II.4 Potential industry/clinical collaborations. *Benefits of the intersectoral approach of the proposal. How can collaboration with industry/clinical environments contribute to improve the research.*

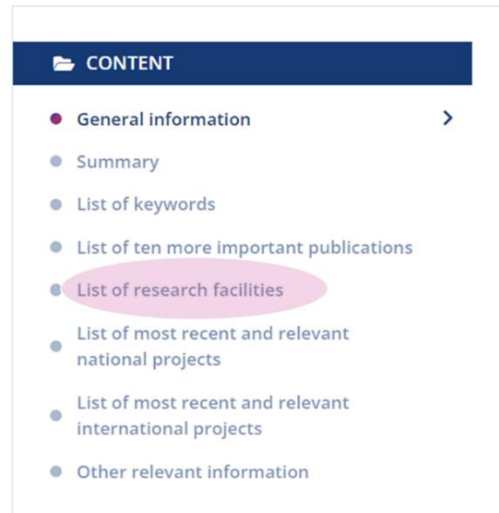


### Section 3: Implementation

III.1 Work plan. Describe shortly the work plan, broken down for 36 months, in work packages and tasks, including deliverables, milestones and risks. For the risks provide a short description of proposed measures/actions to mitigate the risks' effects.

Describe the relevant resources, infrastructure, equipment and any other services that are available at CIBER and your future host group, and are necessary for your research.

To seek information about the relevant infrastructures of the hosting groups, check each hosting group in [ARISTOS website](#). Research Topics > Select an Area > Select a Group



III.2 Match of the host group. Discuss the complementarities between your research experience and that of the research group. How the expertise and facilities of the hosting group are suitable to carry on successfully the proposed research. Explain the two-way transfer of knowledge between you and the hosting research group.

### Appendix 1: Mobility Track

Researchers of any nationality may apply. Before the contract is finalized, you may be asked to provide evidence to verify your eligibility. In the proposal template, appendix 1, candidates must complete a mobility track.

#### APPENDIX 1: MOBILITY TRACK

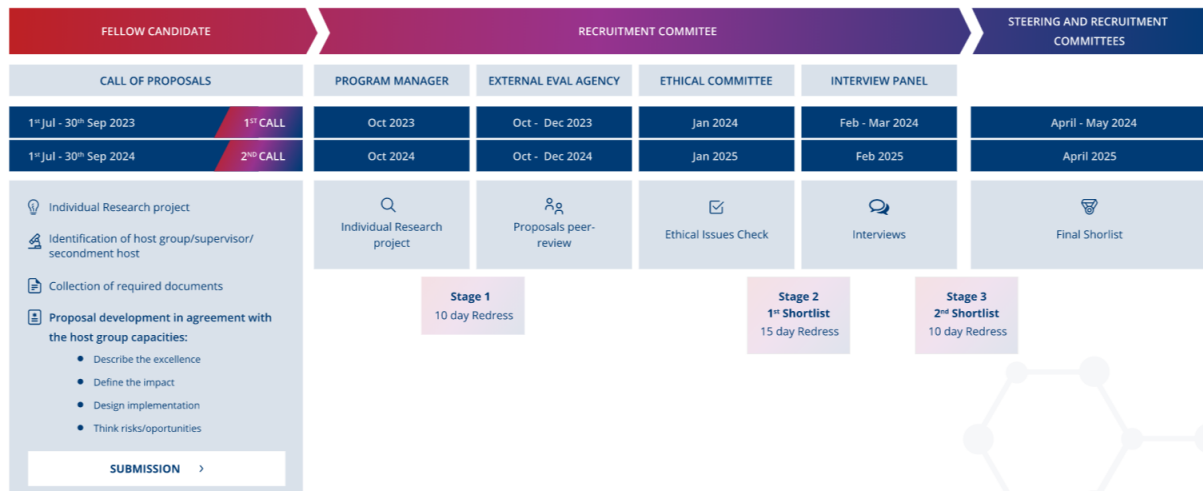
This table serves to demonstrate the compliance with the MSCA mobility rule.

Period	Country	Institution/Organization	Duration (years)	Position

## 6. SELECTION PROCESS AND EVALUATION CRITERIA

The 27 Fellows will be selected through an open, transparent, merit-based, international and peer-review procedure that will follow the 2023 call of research project proposals. If the 27 positions are not fully covered in the first call, **an additional call will be issued in 2024.**

The application period will last three months after which the evaluation process will start, in Sept-October 2023 for the first call for proposals and in Sept-October 2024 for the second one, if needed.



### Stage 1: Review of applications: eligibility check

The eligibility check of the submitted applications will be made by the program manager and validated by the Recruitment Committee. A provisional list of all valid applications will be notified, followed by a 10-days period to fix any missing or incomplete documents.

Incomplete and ineligible applications will also be discarded at this stage. Non-eligible applicants will be notified of the results of the eligibility check within the first month after the call deadline. Eligible applicants will receive confirmation that they have passed the eligibility check and will be informed if their application undergoes an in-depth review.

### Stage 2: External Evaluation and Ethical Issues Check

The admitted and eligible research project proposals along with the applicants' CVs and motivation letters will then be sent for evaluation to an external evaluation agency. Each proposal will be evaluated by three external referees who will score and rank applications according to the ARISTOS Evaluation Criteria. Priority in case of proposals with the same score (ex aequo) will be considered as defined in the table.

EVALUATION CRITERIA		
<p><b>EXCELLENCE</b></p> <p>Quality, creativity, innovative aspects and credibility of the research objectives (including multidisciplinary aspects benefiting from CIBER interdisciplinarity) Intersectoral aspects of the research objective (academic, industry, societal) specific to the aims of the Program. Suitability of the selected seconding company. Quality of the academic track record of the applicant relative to the research proposed (e.g. patents, publications, research stays, projects) Compliance of the proposal with the Open Science principles.</p> <p>Weight: 40% (priority 1)</p>	<p><b>IMPACT</b></p> <p>Consistency of the research project with the hosting research group. Effectiveness of the proposed communication, exploitation and dissemination plan relative to the research field. Fellows' potential to establish a leadership role in the proposal field, apt to their experience level, in Spain/internationally and in academia/ industry. Potential for increased impact of research via industry/clinical collaboration.</p> <p>Weight: 35% (priority 2)</p>	<p><b>IMPLEMENTATION</b></p> <p>Overall coherence and effectiveness of the work plan, including appropriateness of the allocation of tasks and resources, and the contingency plan. Opportunity to enhance research, via appropriate international collaboration with relevant industry &amp; clinical sectors; potential development of proof of concepts. Match of the host group's infrastructure with the project scope</p> <p>Weight: 25% (priority 3)</p>
<p><b>AN OVERALL THRESHOLD OF 70% WILL BE APPLIED TO THE TOTAL WEIGHTED SCORE</b></p>		

Evaluation results and proposals rankings will be announced in January 2024 and January 2025, followed by a 15-days redress period.

All applicants in this ranking list with a score over 70% threshold will be called to an interview.

### Stage 3: Interview of the candidates

An overall threshold of 70% must be met for the candidate to be invited to interview. Interviews will be held in English, either in person or most likely via videoconference.

In case of videoconference, candidates will be called by the interview panel through an online secured platform. All interviews will last 45 minutes, starting with a 10 minutes' presentation of the project and followed by a scientific discussion. An overall assessment of the non-scientific personal skills will also be performed.

Criteria to be valued during the interview are as follows:

Interview award criteria	Weight
Capacity to defend the project	40
Communication and presentation skills	30
Motivation and enthusiasm for interdisciplinary research	15
Attitude, autonomous thinking, teamwork capacity and leading abilities	15

All interviews must have been completed by the end of March 2024 (March 2025 in the case of the reserve call) and the resulting evaluations will be sent to the Recruitment Committee.

Candidates will be finally ranked according to their total evaluation scores in 13 ranking lists (one per panel – [CIBER Thematic Areas](#)) and will be granted in descending order, provided they are above the threshold. If equal scores, priority will be given to parity, so that the men / women employed by the program will be circa 50%, followed by a priority to returnees

from parental or sick leave. If the number of candidates exceeding the threshold is higher than the number of foreseen positions in each panel, reserve lists will be created.

All applicants will receive their individual evaluation report (also available through the website Personal Area) and will have a 10-day period to file a complaint.

#### Stage 4: Publication of the shortlist

The shortlist will become public in the website (April 2024, April 2025). Admitted Fellows will then be contacted by ARISTOS program manager for the initiation of the hiring process. The selected Fellows will have to communicate the acceptance of the fellowship through a Researcher Declaration within a **maximum period of 2 weeks**, counting from the date of notification, and **must be available to join the program within the following 5 months**.

#### Stage 5: Fellows' Appointment

##### Reserve List

If an appointed researcher refuses the position, it will be offered to the first candidate on the reserve list of the same panel, and so on. Vacancies not filled in the first call for proposals will be included in the second call (open July-September 2024).

##### Appointments

It is expected that successful candidates start the fellowship at their earliest convenience in April or May 2024. It is possible that Fellows from non-European countries take longer to process permits to reside and work in Spain.

##### Support

CIBER will offer personalized assistance to all appointed candidates in order to get their work permits, visa and other required documents.

### 6. EQUAL OPPORTUNITIES

CIBER traditionally promotes gender equality, applying equal-opportunities and rights policies in order: 1) to obtain a more balanced presence of men and women in the Consortium, 2) to improve working policies towards better reconciliation of work with family life, 3) to prevent discrimination, workplace harassment and gender violence, and 4) to guarantee equal access to job positions and promotions within CIBER.

Program decision making committees will be gender balanced and all Fellows will receive a training on gender dimension and gender equality. If alas situations of gender imbalance were to arise during the ARISTOS selection procedure, actions would be taken to correct this

imbalance, for instance, equally scored candidates will be ranked in such a way that men to women parity can be achieved.

In a similar manner, priority will be given to **returnees from parental or sick leave**.

Besides, **researchers with disabilities** will be truly supported by ARISTOS. In the case that researchers with long-term physical, mental, intellectual or sensory impairments disabilities are to be recruited, they will be informed about the additional financial support provided by the **MSCA (Special Needs Allowance)**.

## 7. CONTACT

Please feel free to contact us if you have any questions. We will be glad to answer them for you from [aristos@ciberisciii.es](mailto:aristos@ciberisciii.es).

The Frequently Asked Questions can be consulted on the Programme website at: <https://postdoc-aristos.com/FAQ>

## 8. APENDIX: KEYWORDS FOR SUBMISSION FORM

Keywords – Type 1		
Biomarker	Regenerative medicine	E-health
Companion diagnostic	Electronics	3D printing
Small molecules	Chemical technology	Nanomedicine
biological product	Software	Materials
Gene therapy	Imaging	Repurposing
Cell therapy	App	
Keywords – Type 2		
Infectious and parasitic diseases	Diseases of the ear	Musculoskeletal system and connective tissue
Neoplasm-cancer-oncology	Cardiovascular	Genitourinary system
Hematological diseases and Immunological diseases	Aging	Congenital malformations and chromosomal abnormalities
Diseases of the nervous system	Respiratory system	Injury, poisoning and certain other consequences of external causes
Mental and behavioural disorders	Digestive system	External causes of morbidity and mortality
Endocrine, nutritional, and metabolic diseases	Skin and subcutaneous tissue	Rare diseases
Diseases of the eye	Diseases of the ear	Pediatric conditions

## 9. APENDIX 2 : GLOSSARY OF FREQUENTLY USED TERMS

To be completed in further versions of this guide, please keep on visiting <https://postdoc-aristos.com/>.

## 10. APENDIX 3: USEFUL LINKS

Europass CV	<a href="https://europa.eu/europass/en/create-europass-cv">https://europa.eu/europass/en/create-europass-cv</a>
Open science	<a href="https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/our-digital-future/open-science_en#the-eus-open-science-policy">https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/our-digital-future/open-science_en#the-eus-open-science-policy</a>
Ethics	<a href="https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/common/guidance/how-to-complete-your-ethics-self-assessment_en.pdf">https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/common/guidance/how-to-complete-your-ethics-self-assessment_en.pdf</a>
Science4Refugees initiative	<a href="https://euraxess.ec.europa.eu/jobs/science4refugees">https://euraxess.ec.europa.eu/jobs/science4refugees</a>