

RECRUITMENT  
OPPORTUNITIES FOR  
RESEARCHERS IN SPAIN

# INDEX

## RECRUITMENT OPPORTUNITIES FOR RESEARCHERS IN SPAIN

This document compiles information relative to the Spanish R&D system, focusing mainly in recruitment opportunities for researchers.

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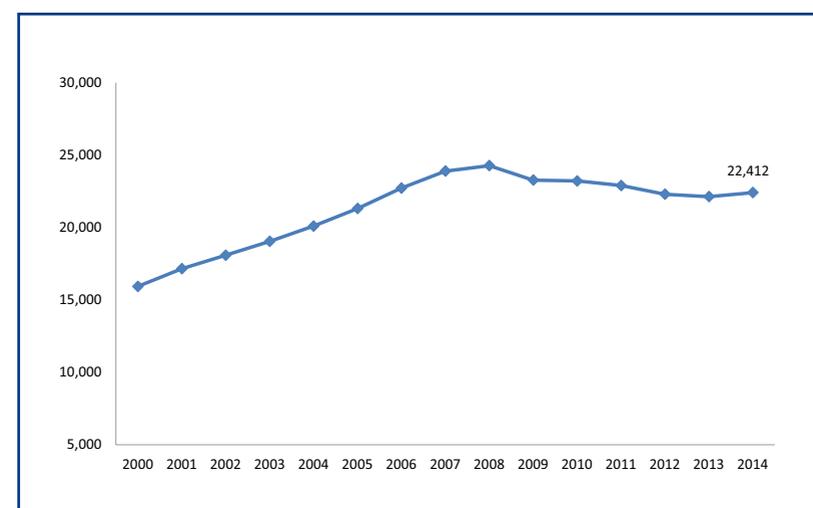
# I. SPAIN IN FIGURES

## Population, Gross Domestic Product and life expectancy

Spain is a Member State of the European Union since 1986 and it has a population of 46,455,123. Its Gross Domestic Product (GDP) in 2014 was 1,041,160 million €.

### Spanish GDP per capita. 2000-2014 Million Euros.

Source: INE (National Institute for Statistics)



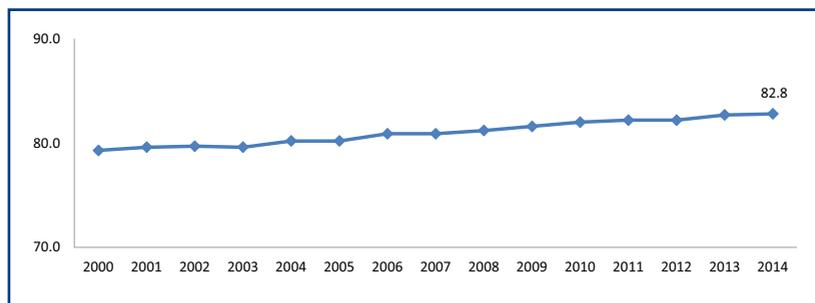
## Life expectancy and average age

Life expectancy in Spain keeps growing every year, reaching 82.8 years in 2014. The average age that year was 42.1 years.

### Life expectancy in Spain. 2000-2014

Years

Source: INE



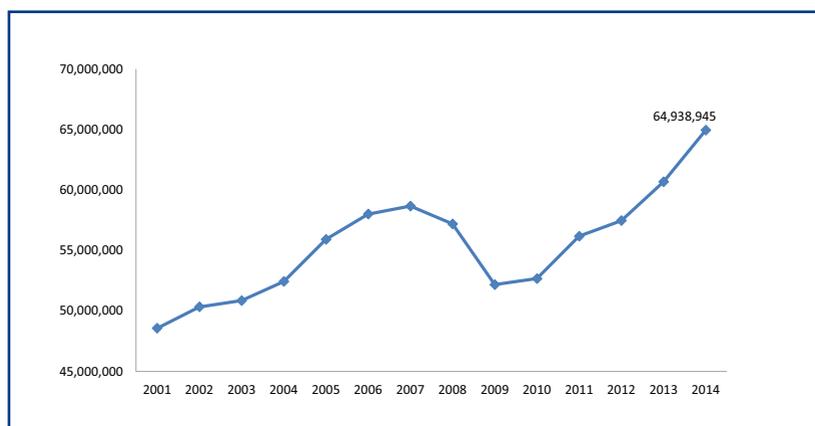
## Tourism

Spain welcomes every year a huge number of tourists, reaching 64,938,945 visits in 2014

### Touristic movements in Spanish borders. 2001-2014.

Number of incoming tourists

Source: Ministry of Industry, Energy and Tourism. Spanish Institute for tourism



## 2. SPAIN R&D&I SYSTEM IN A NUTSHELL

The Spanish System of Science, Technology and Innovation embeds internationally recognized institutions where scientists and entrepreneurs are able to enjoy a variety of funding opportunities in a friendly environment in the heart of Europe and as a gateway between continents. Spain aligns its policies with those of the European Union and actively participates in the Horizon 2020 program.

The “Spanish Strategy on Science, Technology and Innovation (2013-2020)<sup>1</sup>” promotes the capacities of system and enables collaboration between all the stakeholders while increasing the social and economic returns from investment in R&D&I. The strategy defends the importance of scientific and technological progress as an essential element of social progress.

### 2.1. RESEARCH AND DEVELOPMENT INVESTMENT

In 2014, the total expenditure in Research and Development was

<sup>1</sup> [http://www.idi.mineco.gob.es/stfls/MICINN/Investigacion/FICHEROS/Spanish\\_Strategy\\_Science\\_Technology.pdf](http://www.idi.mineco.gob.es/stfls/MICINN/Investigacion/FICHEROS/Spanish_Strategy_Science_Technology.pdf)

€12,820,000.7 (1.23% as percentage of GDP). By source of funds, public administration and industry expenditure were almost equal in 2014.

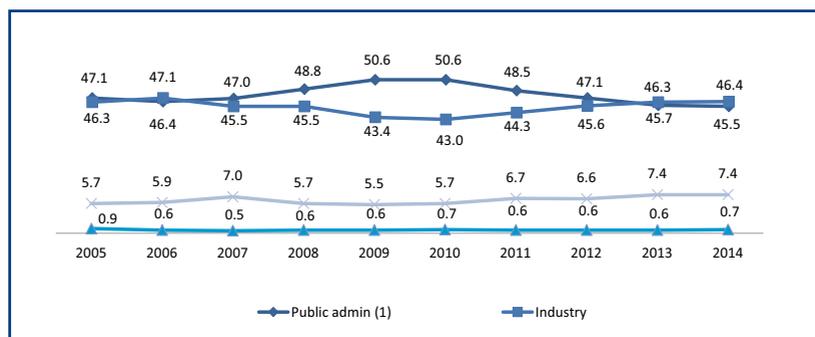
**Total intramural R&D expenditure (GERD) by source of funds. 2005-2014**

**Percentage structure**

Source: INE

(1) It includes higher education

**Total intramural R&D expenditure in the world. 2014**

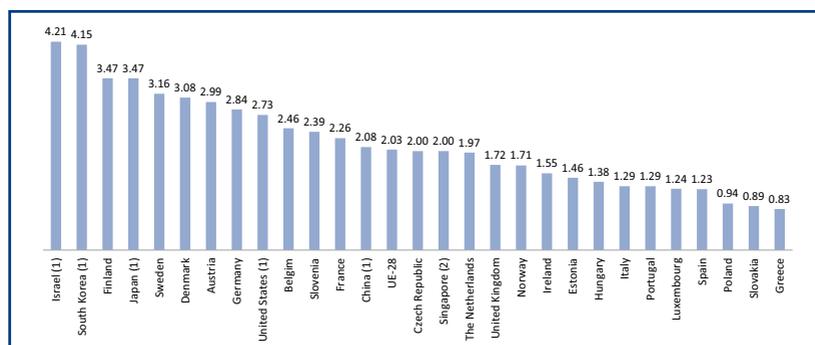


**R&D expenditure as GDP percentage**

Source: Eurostat and OECD for United States and Israel

(1) Figure from 2013

(2) Figure from 2012



**2.2. SCIENTIFIC OUTPUT**

**Documents**

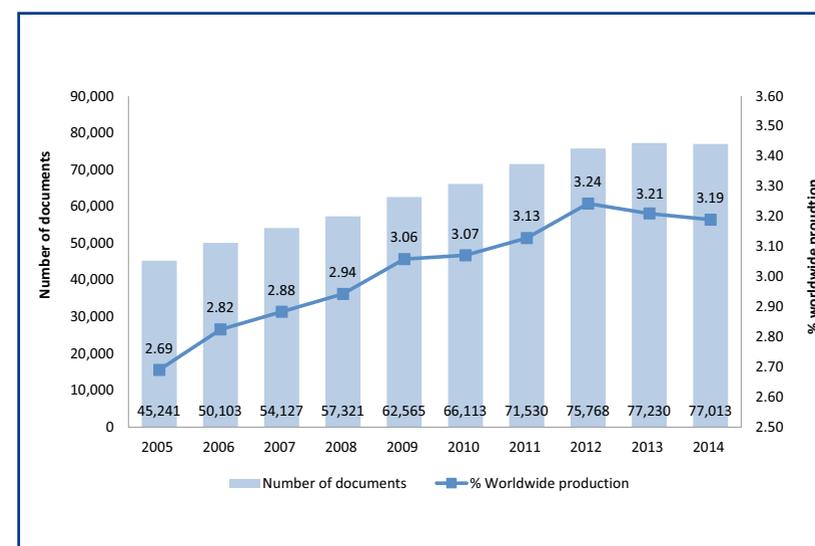
In 2014, Spanish institutions published 77,013 documents (including articles, conference proceedings and reviews), ranking 10th country in the world. This production meant 3.19 % of the worldwide total.

**Scientific Spanish Production. 2005-2014**

**Number of documents and percentage of the worldwide total.**

Source: Elsevier with data from Scopus (November 2015)

Note: Documents include papers, conference proceedings and reviews



**First countries by scientific output. 2014**

## Key indicators

Source: Elsevier with data from Scopus (November 2015)

Country	2014						
	% world	IN	%Q1	Exc	Lead	ExcLead	%Col In
United States	22,352	1,45	57,81	14,97	83,03	11,93	32,61
China	19,649	0,84	32,55	8,23	95,81	7,39	16,21
United Kingdom	6,337	1,57	56,85	16,49	71,40	10,54	50,57
Germany	6,073	1,43	53,70	14,85	75,51	9,66	46,68
France	4,317	0,98	42,86	9,38	86,98	7,02	24,98
Japan	4,881	0,8	25,2	7,1	93,6	6,1	15,5
India	4,811	1,34	53,22	13,50	71,95	8,09	50,81
Italy	3,780	1,53	51,01	15,53	79,23	10,86	42,67
Canada	3,601	1,47	58,11	14,99	73,71	9,40	47,56
Spain	3,189	1,31	52,26	13,41	77,80	8,65	44,69
Australia	3,175	1,55	56,14	16,01	74,65	10,61	47,42
South Korea	3,049	1,05	42,98	9,97	89,11	7,89	25,67
Brasil	2,525	0,77	32,96	6,78	88,47	4,76	27,36
Russia	2,150	0,78	20,59	6,46	86,76	4,32	27,00
Netherlands	2,072	1,76	64,61	18,29	69,36	11,02	55,38
Iran	1,685	0,87	26,50	8,43	94,62	7,58	19,93
Taiwan	1,619	0,99	45,36	9,09	89,74	7,28	23,35
Switzerland	1,602	1,82	62,43	18,76	62,44	10,37	64,12
Turkey	1,500	1,01	32,03	9,38	84,52	6,27	29,08
Poland	1,530	0,76	23,85	6,87	90,87	5,11	19,18
Sweden	1,401	1,63	61,11	16,15	67,36	8,97	56,48
Belgium	1,169	1,70	59,19	17,38	66,63	9,57	60,47
Denmark	0,904	1,84	64,79	19,69	66,85	11,05	56,52
Austria	0,853	1,56	54,32	16,38	65,65	8,55	59,06
Portugal	0,828	1,25	47,26	12,76	77,33	8,39	47,98
Mexico	0,761	0,84	35,08	7,30	80,94	4,23	38,73
Singapur	0,717	1,77	57,57	18,25	70,46	12,17	58,48
Finland	0,716	1,59	56,44	16,32	70,18	9,55	54,16
Israel	0,711	1,46	60,96	14,57	75,98	8,86	45,26
Greece	0,670	1,35	43,98	13,23	75,55	7,61	46,00

IN: Field-weighted citation impact

%Q1: Publications in the top 25% journals of the subject area

Exc: Share of highly cited publications (top 10%)

Lead: Share of publications with leadership

ExcLead: Share of highly cited publications with leadership

Col In: National share of international collab publications

## Patents

The total number of European patents with a Spanish origin in 2014 was 467.

## European patents with a Spanish origin. 2000-2014

Source: Oficina Española de Patentes y Marcas. Intellectual property statistics (October 2015)

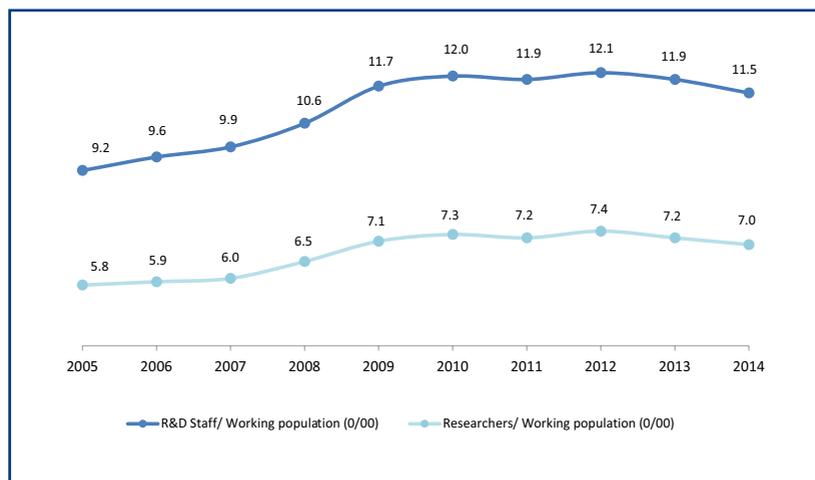
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
European patents with a Spanish origin	321	361	331	416	348	393	381	405	395	467
Total European patents	53.259	62.777	54.700	59.809	51.969	58.117	62.108	65.655	66.707	64.800
% European patents with Spanish origin of the total European patents	0,60	0,58	0,61	0,70	0,67	0,68	0,61	0,62	0,59	0,72

## 2.3. HUMAN RESOURCES IN RESEARCH AND DEVELOPMENT

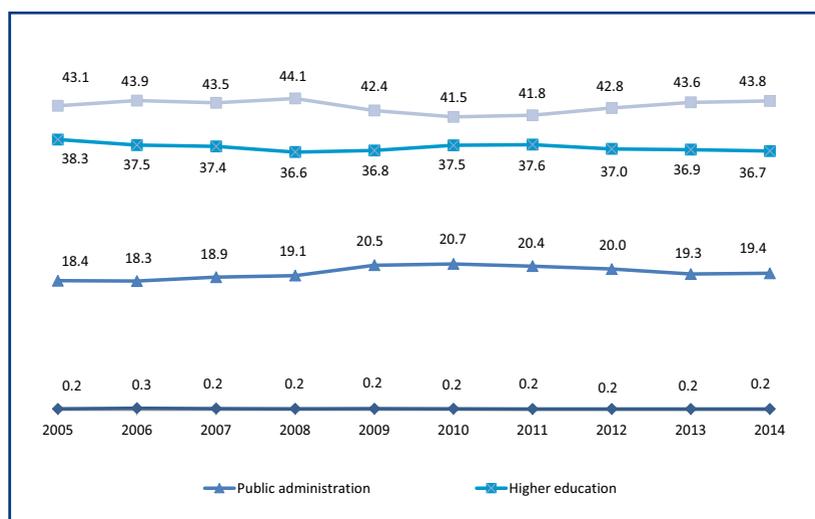
In 2014, the system employed 200,232 full time equivalents (FTE), 122,235 of which were researchers. Personnel employed in R&D activities and researchers per thousand of the total employed population were 11.5 and 7, respectively.

By performance sector, personnel employed in R&D in the business sector represents 43.8% of the total, 19.4% is employed by the public administrations, 36.7% by the higher education system and 0.2% by the private non-profit sector. Regarding the distribution of researchers among sectors, the business sector represents 36.6% of the total, the public administration the 16.5%, the higher education system 46.8% and the private non-profit sector 0.2%.

**Staff devoted to R&D activities (FTE) in relation to working population. 2005-2014**  
**Per working people (0/00)**  
 Source: INE



**Staff devoted to R&D activities (FTE) by sector 2005-2014**  
**Percentage**  
 Source: INE



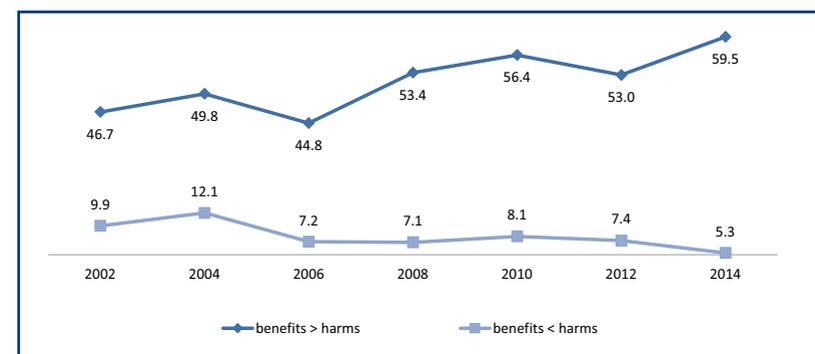
Spanish institutions are highly involved in the European Charter & Code for Researchers<sup>2</sup> and its implementation through the Human Resources Strategy for researchers<sup>3</sup>. Thus, up to 41 Spanish institutions have been awarded with the Human Resources Excellence in Research award, an European Commission recognition to their strategies to improve researchers recruitment and working conditions.

## 2.4. SOCIAL PERCEPTION OF SCIENCE AND TECHNOLOGY

The Spanish society increasingly acknowledges the benefits of science and technology. Since 2002, the percentage of the population understanding science and technology as bringing more benefits than harms keeps growing every year. Also, the percentage of the population that believes that science and technology bring more harms than benefits decreases every year.

**Social image of science and technology in Spain. 2002-2014**  
**% of the interviewed thinking that benefits of science and technology are bigger than the harms and viceversa.**

Source: FECYT. Social perception of science and technology in Spain. 2002, 2004, 2006, 2008, 2010, 2012, 2014



Note: The answers not shown in the graphic (and that would make 100% of the total answers are: i) benefits and harms are the same, ii) I don't have an opinion, iii) doesn't answer

2 <http://ec.europa.eu/euraxess/index.cfm/rights/whatIsAResearcher>  
 3 <http://ec.europa.eu/euraxess/index.cfm/rights/strategy4Researcher>

## 2.5. THE SEVERO OCHOA CENTRES OF EXCELLENCE

Research and Development in Spain is mainly performed in public research organizations, research centres, universities, as well as in technological parks, hospitals, industry, non-profit organizations, etc. One of the main objectives of the Spanish Strategy of Science, Technology and Innovation is to promote institutional strengthening through rewarding and funding Spanish international centres of excellence, the already recognized “Severo Ochoa Centres of Excellence” Programme for independent research centres and “Maria de Maeztu Units of Excellence” Programme for single department.

The award is given by the Spanish Government and recognizes institutions from all areas of knowledge that perform cutting-edge research at world standards. The awarded centres and units show outstanding international scientific leadership and are open to international collaborations. The evaluation committees involved in the selection process are all foreign highly-reputed researchers, including Nobel laureates.

Below you may find the list of the awardees, which make the top excellent network of Spanish institutions that welcomes both international talent and collaborations.

The **Severo Ochoa Centres** of Excellence are:

- The Barcelona Graduate School of Economics (Barcelona GSE): <http://www.barcelonagse.eu/>
- The Barcelona Supercomputing Center (BSC-CNS): <http://www.bsc.es/about-bsc>
- The Centre for Genomic Regulation (CRG): <http://www.crg.eu/>
- The Spanish National Cardiovascular Research Centre (CNIC) <https://www.cnice.es/en/index.php>
- The Spanish National Cancer Research Centre (CNIO): <http://www.cnio.es/ing/index.asp>
- The Doñana Biological Station (EBD-CSIC): <http://www.ebd.csic.es/inicio>

- The Barcelona Institute for Research in Biomedicine (IRB): <http://www.irbbarcelona.org/es>
- The Astrophysics Institute in Canary Islands (IAC): <http://www.iac.es>
- The Institute of Photonic Sciences (ICFO): <http://www.icfo.eu/>
- The Institute of Mathematical Sciences (ICMAT): <http://www.icmat.es/>
- The Institute for High Energy Physics (IFAE): <http://www.ifae.es/eng/>
- The Institute for Theoretical Physics (IFT): <http://www.ift.uam-csic.es/>
- The IQT Institute of Chemical Technology (ITQ): <http://itq.upv-csic.es/>
- The Spanish National Biotechnology Centre (CNB): <http://www.cnb.csic.es/index.php/en/>
- The Catalan Institute of Chemical Research (ICIQ): <http://www.iciq.org/>
- The Institute of Nanoscience and Nanotechnology (ICN): <http://www.icin.cat>
- The Basque Centre for Applied Mathematics (BCAM): <http://www.bcamath.org/en/>
- The Centre for Research in Agricultural Genomics (CRAG): <http://www.cragenomica.es/es>
- Basque Center on Cognition Brain and Language (BCBL): <http://www.bcbl.eu>
- The Institute of Material Science of Barcelona (ICMAB): <http://www.icmab.es>
- The Institute for Bioengineering of Catalonia (IBEC): <http://www.ibecbarcelona.eu/es/>

The **Maria de Maeztu** Units of Excellence are:

- The Department of Experimental Science and Health at the University Pompeu Fabra (DCEXS): <http://www.upf.edu/cexs/>
- The Unit of Structural Biology at the National Council of Research (SBU) [www.ibmb.csic.es/index.php?pg=departamento&idD](http://www.ibmb.csic.es/index.php?pg=departamento&idD)

- The Institute of Cosmos Science at University of Barcelona (ICCUB): <http://icc.uab.edu/>
- The Condensed Matter Physics Center at the Autonomous University of Madrid (IFIMAC) [www.uam.es/ifimac/](http://www.uam.es/ifimac/)
- The Barcelona Graduate School of Mathematics (BGSMath): <http://www.bgsmath.cat/>
- The Department of Economics at the University Carlos III: <http://www.eco.uc3m.es/>
- The Department of Particle Physics at CIEMAT: <http://www.ciemat.es>
- The Department of Information and Communication Technologies at the University Pompeu Fabra (DTIC-UPF): <http://portal.upf.edu/web/etic>
- The Institute of Environmental Science and Technology (ICTA): <http://www.ictaweb.uab.cat>
- The Institute of Molecular Science (ICMOL): <http://www.icmol.es>
- The Institute of Corpuscular Physics (IFIC): <http://webific.ific.uv.es/web/en/aboutific>
- The Institute of Neuroscience of Alicante (IN): <http://in.umh.es/>

Further information about the programme can be found here: <http://www.idi.mineco.gob.es/portal/site/MICINN/menuitem.7eeac5cd345b4f34f09dfd1001432ea0/?vgnnextoid=cba733a6368c2310VgnVCM1000001d04140aRCRD>.

## 2.6. UNIQUE SCIENTIFIC AND TECHNOLOGICAL INFRASTRUCTURE (ICTS)

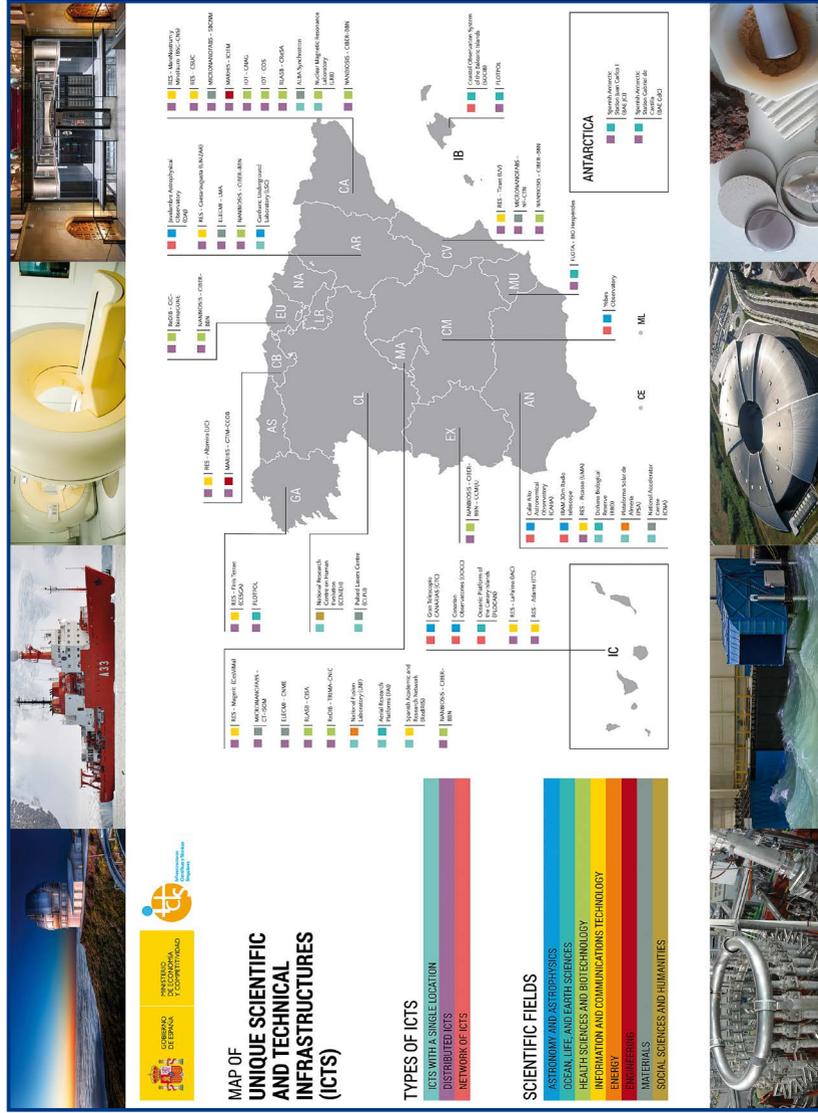
Since 2007, there is an agreement between the State and the Regional Administrations to support the so-called “Map of unique scientific and technological infrastructures (ICTS)” composed by facilities of different scientific areas ranging from life sciences to astrophysics or engineering,

distributed throughout the Spanish territory and devoted to cutting edge and the highest quality research and technological development. The image below shows the current map of ICTS throughout the country. The ICTS are infrastructures with unique facilities offered as a service to the whole national and international scientific and technological community.

ICTS offer an opening capacity percentage of their essential services under ‘Competitive Open Access’ for the use by national and international public and private sector researchers, with the support of technical and administrative personnel of the ICTS.

Infrastructures access is ruled by a public “Access Protocol” that describes the procedure and criteria for access to the infrastructure. The main features of ‘Competitive Open Access’ are that R&D&I quality of activities developed at the infrastructure should be proven and that requests for access should be prioritized on the basis of objective criteria.

Map of Unique Scientific and Technical Infrastructures (ICTS) (February 2017): [http://www.idi.mineco.gob.es/stfls/MICINN/Innovacion/FICHEROS/Mapa\\_ICTS\\_web\\_ingles.pdf](http://www.idi.mineco.gob.es/stfls/MICINN/Innovacion/FICHEROS/Mapa_ICTS_web_ingles.pdf)



## 3. INTERNATIONAL ENVIRONMENT

Spain, as part of the European Union, operates in an international scientific environment. As such, Spanish researchers working in the country and abroad collaborate with international peers. This internationalization yields to both very good scientific collaborations in scientific journals and an increase in Spanish participation in European projects.

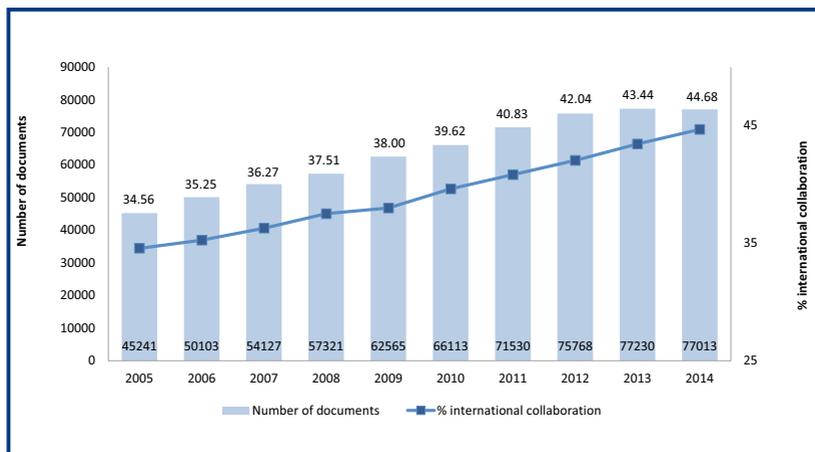
### 3.1. SCIENTIFIC INTERNATIONAL OUTPUT

The international collaboration of Spanish institutions keeps growing every year. Up to 44.69 % of the Spanish documents in 2014 were co-authored with a foreign institution.

**Spanish scientific documents (includes papers, conference proceedings and reviews). 2005-2014**

**Number of documents and % of international collaboration**

Source: Elsevier from Scopus data (November 2015)



Note: the % of international collaboration is the % of documents published in collaboration with foreign institutions. Documents with more than one affiliation (one of them being from abroad) are considered

**3.2. SPANISH PARTICIPATION IN INTERNATIONAL ORGANIZATIONS AND INFRASTRUCTURES**

It is of essence for the Spanish R&D&I system to participate in the creation, exploitation and participation in international scientific infrastructures and in international scientific organizations. These infrastructures are offering the most modern tools to do research and Spain needs to participate in order to improve not only the quality of its scientific output, but also the competitiveness of its companies.

Due to their scientific and technical complexity and to the very high investment required, these infrastructures can only be faced in an international collaboration framework. Also, they are very important tools to strengthen Education, Research and Innovation.

At the moment, Spain collaborates in a number of international infrastructures: the European Laboratory for Particle Physics (CERN), the European Synchrotron Radiation Facility (ESRF), the European Organization for Astronomical Research in the Southern Hemisphere (ESO), the Partnership for Advanced Computing in Europe (PRACE), the European Molecular Biology Organization, Laboratory and Conference (EMBO-EMBL-EMBC), etc.

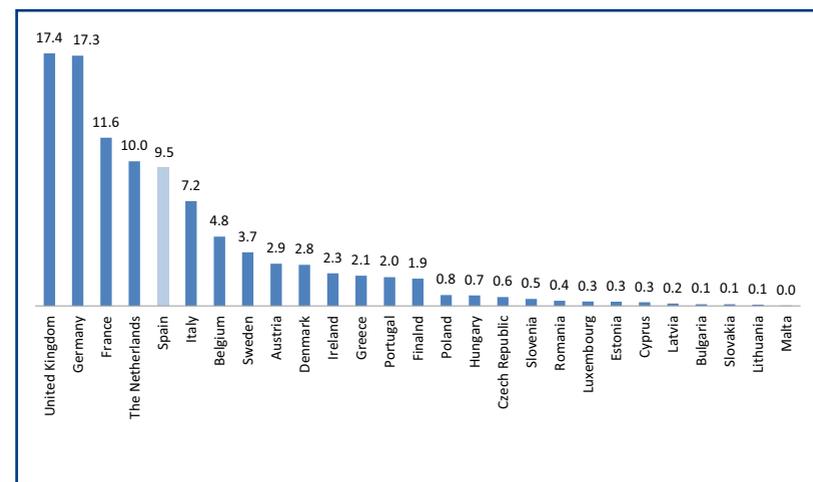
Spain is a very active participant in European research projects. At the moment, around 9% of the H2020 funding is allocated to Spanish institutions. Some of the areas that can be highlighted as especially important for Spanish participation are: Energy, NMBP (Nanotechnologies, Advanced Materials, Biotechnology and Advanced Manufacturing and Processing) and the SME (small and medium-sized enterprises) instrument.

**3.3. SPANISH PARTICIPATION IN H2020**

**Horizon2020. Year 2014**

**% by country H2020 allocated budget. UE-27 countries**

Source: CDTI. Frame Programme data portal (November 2015)



Note: % by budget means confirmed budget in competitive calls.

### 3.4. ASSOCIATIONS OF SPANISH RESEARCHERS WORKING ABROAD

In the last years, the Spanish researchers working abroad have started to create professional associations with the aim of making their work more visible, fostering the networking among their members, bringing science closer to society through different activities and facilitating the dialogue with different stakeholders (the Spanish administration, etc.).

At the moment, there are Spanish researchers associations in the United Kingdom, Germany, the United States, Japan, Australia, Sweden, Denmark, Italy, Ireland and Mexico.

## 4. RECRUITMENT OPPORTUNITIES

### 4.1. H2020 RECRUITMENT OPPORTUNITIES

Spain hosts more than 300 European Research Council (ERC) grants in more than 50 Host Institutions and is also very attractive for Marie Skłodowska-Curie actions (MSCA) fellows. At present, through 2014 and 2015 MSCA calls, more than 220 experienced researchers are carrying out their research in Spanish Institutions, which ranks Spain among the 4 top EU countries. Training and recruitment opportunities are also available for early-stage researchers in the framework of almost 100 Innovative *Training Network* projects currently funded, in which Spanish entities participate.

In the following tables a brief description of the MSCA and ERC grants can be found.

MARIE SKŁODOWSKA – CURIE ACTIONS (MSCA)	
<b>Duration</b>	7 years (2014-2020)
<b>Estimated cost</b>	€6.16 billion
<b>Recipients</b>	There are MSCA grants for all stages of a researcher's career, from PhD candidates to highly experienced researchers, which encourage transnational, cross-sector and interdisciplinary mobility. The MSCA will become the main EU programme for doctoral training, financing 25,000 PhDs



**Description**

The Marie Skłodowska-Curie Actions are a European Commission Funding Programme that supports research training and career development focused on innovation skills. The programme funds worldwide and cross-sector mobility that implements excellent research in any field (a “bottom-up” approach).

Endowing researchers with new skills and a wider range of competences, while offering them attractive working conditions, is a crucial aspect of the MSCA. In addition to fostering mobility between countries, the MSCA also seek to break the real and perceived barriers between academic and other sectors, especially business.

Researchers from anywhere in the world can apply for MSCA and conduct their research in Europe, based on their research experience and the fulfilment of the existing mobility rules.

In a nutshell, these are the four existing MSCA:

- **Innovative Training Networks (ITN):** Train a new generation of creative, entrepreneurial and innovative **early-stage researchers** in the framework of the network, combining excellent training on scientific and transferable skills.
- **Individual Fellowships (IF):** support for experienced researchers undertaking mobility between countries, with the option to work outside academia.
- **Research and Innovation Staff Exchange (RISE):** support international and cross sector collaboration through research and innovation staff exchanges.
- **COFUND:** Stimulate regional, national or international programmes to foster excellence in researchers’ training, mobility and career development. Positions are available both for early-stage researchers (*COFUND Doctoral Programmes*) and experienced researchers (*COFUND Fellowship Programmes*).

**Characteristics of the grant**

**Contact address**

**For general information, please consult the MSCA EU website:**  
[http://ec.europa.eu/research/mariecurieactions/index\\_en.htm](http://ec.europa.eu/research/mariecurieactions/index_en.htm)

**To find out more about the open calls, see the [Participant’s Portal](#)**

**If you want information on how to participate in MSCA,** please contact the Spanish MSCA National Contact Points: <http://www.eshorizonte2020.es/que-es-horizonte-2020/horizonte-2020-en-espana/puntos-nacionales-de-contacto>

ERC	
<b>Duration</b>	7 years (2014-2020)
<b>Estimated cost</b>	€13.1 billion
<b>Description</b>	<p>The European Research Council (ERC) is a funding organization for frontier research. It aims to stimulate scientific excellence in Europe by funding the very best, creative researchers of any nationality and age, and supporting their innovative ideas. Researchers from anywhere in the world can apply for ERC grants provided the research they undertake will be carried out in an EU Member State or Associated Country.</p> <p>ERC grants are becoming more and more internationally recognized as awards for scientific excellence.</p>
<b>Characteristics of the grant</b>	<p>Research projects funded by the ERC can last up to five years and can cover <b>frontier research</b> in any scientific domain, including social sciences, humanities and interdisciplinary studies. The grants may help both emerging research leaders (‘ERC Starting Grants’ and ‘ERC Consolidator Grants’) and already well-established and recognised scientists (‘ERC Advanced Grants’).</p> <p>If you are moving to Europe (EU Member State or Associated Country), you can apply for additional funding, which can total up to €2 million for a Starting Grant (instead of €1.5 million for those already established in Europe), €2.75 million for a Consolidator Grant (instead of €2 million) and €3.5 million for an Advanced Grant (instead of €2.5 million).</p>

For further information consult the webpage

<http://erc.europa.eu/>

If you want information on how to participate in ERC, please contact the Spanish ERC National Contact Points: <http://www.eshorizonte2020.es/que-es-horizonte-2020/horizonte-2020-en-espana/puntos-nacionales-de-contacto>

## 4.2. SPANISH STATE RECRUITMENT OPPORTUNITIES

A very good source of information to identify recruitment opportunities in Spain is the “R&D&I Work Programme”, which is drawn up on an annual basis and, once approved, it functions as a tool for programming short-term science and technology policies, for coordinating the actions of the General State Administration and as a platform for presenting the integrated activities of the General State Administration and the Autonomous Community Administrations for Science, Technology and Innovation.

The R&D&I Work Programme mainly includes information on the planned calendar of public announcements, stating the terms for presenting and ruling on the different procedures, distributing the annual budget by priority area and programme, and assigning the managing bodies for each of the activities and the types of beneficiaries and sectors eligible for grant aid.

The latest Work Programme can be found here (in Spanish only): [http://www.idi.mineco.gob.es/stfls/MICINN/Investigacion/FICHEROS/Programa\\_Actuacion\\_Anual\\_PAA\\_2015.pdf](http://www.idi.mineco.gob.es/stfls/MICINN/Investigacion/FICHEROS/Programa_Actuacion_Anual_PAA_2015.pdf)

There are a few recruitment opportunities that are worth highlighting in this document:

### RAMÓN Y CAJAL CONTRACTS (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)

Duration of the contract	5 years
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No. Grants	175
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Estimated cost	€54,005,000
Recipients	National and foreign researchers with an outstanding research career who have obtained a PhD between 1 January 2005 and 31 December 2012 (for the 2015 call, these dates might change in the following calls)
Description	The grants are intended to cofund the recruitment of doctors at Universities, Public Research Bodies and other public and private research centres on a non-profit basis. The objective of the grants is to promote the incorporation of national and foreign researchers with outstanding careers as well as their stabilisation in the Spanish System of Science, Technology and Innovation. “Ramón y Cajal” contracts have incorporated three types of funding: (1) grants for recruitment; (2) grants for covering expenses directly related to the performing of its research activities, and (3) grants for subsequent incorporation in a permanent post at the end of the maximum five-year period established.
Characteristics of the grant	The grants, in the amount of €33,720 per year, are allocated to cofunding the salary and employer’s contributions to Social Security with the minimum pay for researchers being €31,600 per year. Entities will receive an additional allocation of €40,000 per researcher recruited, to cover research expenses. Lastly, institutions which at the end of the “Ramón y Cajal” contract period incorporate the beneficiaries on a permanent basis will receive a grant totaling €100,000
Contact address	Subdirectorato General of Human Resources for Research <a href="mailto:ramonycajal@mineco.es">ramonycajal@mineco.es</a>

### JUAN DE LA CIERVA -INCORPORATION (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)

Duration of the contract	2 years
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No. Grants	225
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Estimated cost	€14,400,000
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<b>Recipients</b>	National and foreign researchers who have obtained a PhD between 1 January 2011 and 31 December 2013
<b>Description</b>	The grant addresses young PhDs who have completed their post-doctoral education and meet the scientific criteria requested and have proven scientific leadership. The host institutions can be universities, public research centres, etc.
<b>Characteristics of the grant</b>	The grants, in the amount of €29,000 per year, are allocated to cofunding the salary and employer's contributions to Social Security with the minimum pay for researchers being €25,000 per year. Entities will receive an additional allocation of €6,000 per researcher recruited, to cover research expenses.
<b>Contact address</b>	Subdirectorato General of Human Resources for Research <a href="mailto:cierva.formacion@mineco.es">cierva.formacion@mineco.es</a>

#### **JUAN DE LA CIERVA -TRAINING (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)**

<b>Duration of the contract</b>	2 years
<b>No. Grants</b>	225
<b>Estimated cost</b>	€11,250,000
<b>Recipients</b>	National and foreign researchers who have obtained a PhD between 1 January 2014 and 31 December 2015
<b>Description</b>	The grant addresses early stage researchers who wish to get post-doctoral training in a university or research centre different to the one where their PhD was obtained.
<b>Characteristics of the grant</b>	The grants, in the amount of €25,000 per year, are allocated to cofunding the salary and employer's contributions to Social Security with the minimum pay for researchers being €21,500 per year.
<b>Contact address</b>	Subdirectorato General of Human Resources for Research <a href="mailto:cierva.formacion@mineco.es">cierva.formacion@mineco.es</a>

#### **INDUSTRIAL DOCTORATES (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)**

<b>Duration</b>	Up to 4 years
<b>No. grants</b>	50
<b>Estimated cost</b>	€3,000,000
<b>Recipients</b>	These grants cofund the contracts of pre-doctoral researchers that aim to develop their PhD in the industry. At the moment of getting the contract they must have been admitted in a doctoral programme.
<b>Description</b>	The companies beneficiaries of this grant need to co-fund the contract of the pre-doctoral researcher who will participate in an industrial research or an experimental developing project as part of their PhD research. The aim of the grant is to foster the employability of young researchers in industry.
<b>Characteristics of the grant</b>	The maximum amount of the grants, which will be allocated to cofunding salaries and Social Security contributions, will be €21,800 with the minimum pay for researchers being €16,422 per year. The exact amount of the grant will be calculated on the total cost of the contract. The grant includes €2,400/ researcher aimed at stays in other institutions, together with €1,500 to fund the expenses of the doctorate programmes.
<b>Contact address</b>	Subdirectorato General of Human Resources for Research <a href="mailto:predoctoral@mineco.es">predoctoral@mineco.es</a>

#### **PRE-DOCTORAL GRANTS. TRAINING OF DOCTORS (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)**

<b>Duration</b>	4 years
<b>No. grants</b>	1.022
<b>Estimated cost</b>	€94,419,500
<b>Recipients</b>	Bachelors admitted or enrolled in a doctorate programme at the moment of signing the grant.

<b>Description</b>	Grants devoted to the training of pre-docs in universities, research centres, etc. in any discipline.
<b>Characteristics of the grant</b>	The grants, in the amount of €20,600 per year, are allocated to cofund the salary and employer's contributions to Social Security with the minimum pay for researchers being €16,422 per year.
<b>Contact address</b>	Subdirectorato General of Human Resources for Research <a href="mailto:predoctoral@mineco.es">predoctoral@mineco.es</a>

### PRE-DOCTORAL GRANTS. TRAINING OF UNIVERSITY LECTURERS (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)

<b>Duration</b>	4 years
<b>No. grants</b>	800
<b>Estimated cost</b>	€65,823,360
<b>Recipients</b>	Bachelors aiming at getting their PhD and admitted or enrolled in a doctoral programme during 2015 or enrolled in a programme that allows them to access a doctoral programme in 2016.
<b>Description</b>	The grant aims at fostering the training of pre-docs in high quality doctorate programmes with the final goal of fostering these researchers to be incorporated in the higher education and research system.
<b>Characteristics of the grant</b>	The maximum amount of the grants, which will be allocated to cofund salaries and Social Security contributions, will be €17,768.16 for the two first years of the grant and € 20,333.76 for year 3 and 4.
<b>Contact address</b>	Subdirectorato General of Training and Mobility of Professors and Teaching Innovation. <a href="mailto:solicitantes.fpu@mecd.es">solicitantes.fpu@mecd.es</a>

### CONTRACTS FOR TECHNICAL STAFF SUPPORTING R&D&I (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)

<b>Duration</b>	3 years
<b>No. grants</b>	180
<b>Estimated cost</b>	€7,020,000
<b>Recipients</b>	Senior technicians with professional training, individuals qualified with diplomas, technical engineers, graduates, engineers and equivalents.
<b>Description</b>	Grants allocated to public research bodies, public universities, other public R&D centres, non-profit public and private healthcare entities and institutions that perform research, non-profit public and private entities that perform R&D activities, state level Technology Centres and Support Centres for Technological Innovation at state level. The grants, over three years, are allocated to the recruitment of technical support staff to improve the performance and efficiency of equipment, facilities and other R&D+I infrastructure.
<b>Characteristics of the grant</b>	The amount of the grants, which will be allocated to cofunding salaries and Social Security contributions will be: (1) €13,000 per year, with minimum gross remuneration of €16,422/year for graduates, engineers and architects; (2) €12,500 per year, with minimum gross remuneration of €15,750/year for individuals with diplomas, technical engineers or technical architects and (3) €12,000 per year, with minimum gross remuneration of €15,000/year for recruiting senior technicians with professional training.
<b>Contact address</b>	Subdirectorato General of Human Resources for Research <a href="mailto:tecnicos.apoyo@mineco.es">tecnicos.apoyo@mineco.es</a>

**“TORRES QUEVEDO” CONTRACTS (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)**

<b>Duration</b>	3 years
<b>No. grants</b>	200
<b>Estimated cost</b>	€15,000,000
<b>Recipients</b>	Doctors who wish to be employed by companies, including Technology-based Companies and Young Innovative Companies (YICs), Technology Centres, Support Centres for Technological Innovation, Business Associations and other business entities that perform R&D&I to develop experimental and innovation research projects.
<b>Description</b>	Grants for permanent contracts for doctors in the private sector in order to: (i) promote the capacity to perform experimental and innovation research projects; (ii) encourage the incorporation of highly qualified staff in the private sector to perform scientific-technical and innovation activities; and (iii) support the consolidation and development of technology-based start-ups.
<b>Characteristics of the grant</b>	The amount of the grants will be determined in accordance with the eligible budget, the type of project and the type of company, since it is necessary to take into account the maximum net intensity established by the new recently passed EU regulations on State Grants. However, the annual eligible budget will only cover gross annual remuneration equal to or over €18,000, and may not exceed €55,000. The grants must cofund the salary and the employer's contribution to Social Security for the researchers recruited.
<b>Contact address</b>	Subdirectorato General of Human Resources for Research <a href="mailto:torresquevedo@mineco.es">torresquevedo@mineco.es</a>

Besides these funding opportunities available for all research fields, there are additional opportunities for health sciences that are incorporated in the R&D&I Work Programme as well, and included within the State Programme for Promotion and Talent Incorporation and the State Programme for Fostering Scientific and Technical Research of Excellence. Some of the most important ones are as follows:

<b>SUBPROGRAMME STATE FOR TRAINING</b>	<b>SUBPROGRAMME STATE FOR INCORPORATION</b>
○ PFIS Contracts: Predoctoral Contracts for Training in Health Sciences Research	○ “Miguel Servet” Contracts Type I and Type II
○ iPFS Contracts: Doctorates IIS-companies in Health Sciences and Technologies	○ “Sara Borrell” Contracts
○ “Río Hortega” Contracts	○ “Juan Rodés” Contracts

For further information about these opportunities in Health Sciences, you may visit: <http://www.isciii.es/ISCIII/es/contenidos/fd-investigacion/fd-financiacion/fd-convocatorias-ayudas-accion-estrategica-salud/acceso-solicitud-ayudas.shtml>

### 4.3. REGIONAL RECRUITMENT OPPORTUNITIES

Regional governments play a crucial role in the R&D&I Spanish System. An overview of the regional plans can be found here: [http://www.idi.mineco.gob.es/portal/site/MICINN/menuitem.e171137464e93adbc0e06146223041a0/?vgnnextoid=c957837762673410VgnVCM1000001d04140aRCRD&id1=todas&id2=3682B5&lang\\_chosen=en](http://www.idi.mineco.gob.es/portal/site/MICINN/menuitem.e171137464e93adbc0e06146223041a0/?vgnnextoid=c957837762673410VgnVCM1000001d04140aRCRD&id1=todas&id2=3682B5&lang_chosen=en)

There are a number of regional recruitment opportunities as well, a few of which are highlighted below. For an exhaustive review of the recruitment opportunities in the autonomous regions it is recommended to go to the regional plans websites.

**IKERBASQUE**

## Outline

The Basque Science Foundation (IKERBASQUE) holds annual calls for applications to attract high level researchers to research institutions in the Basque Country.

**RESEARCH FELLOWS GRANT:** The Basque Foundation offers contract positions for postdoctoral researchers, within any of the Basque Research Institution. These Fellowships are intended to offer young promising researchers a track towards a PI role and independent research.

## Characteristics of the grant

**RESEARCH PROFESSORS**

This call for applications offers permanent contracts for experienced researchers in any Basque Research institution. Only high level researchers with a solid track record in research and international research experience will be considered.

## More information

<http://www.ikerbasque.net/>

**ICREA**

## Outline

Institució Catalana de Recerca i Estudis Avançats (ICREA) is a foundation promoted by the Regional Government of Catalonia. ICREA, through a selection process based on scientific talent, recruits researchers from all over the world. Thus, ICREA also contributes to facilitating the return of researchers who have undertaken their career in research in centres outside of Catalonia.

## Characteristics of the grant

**ICREA Senior Call:** The selected researchers are given a permanent position, ICREA Research Professorship (equivalent to tenure) and become ICREA employees. ICREA researchers go through an evaluation process (promotion) at regular intervals throughout their entire career.

## More information

<https://www.icrea.cat/Web/SectionViewer.aspx?section=260>

**ARAID**

## Outline

ARAID is the Agency created by the Government of Aragon with the aim of promoting research, development and innovation in Aragon.

ARAID launches periodically an international call for applications to fill up to a number of research positions in different research areas. The call for applications is open to candidates of any nationality that fit the requirements of academic and research background. It aims at recruiting outstanding candidates with excellent research record and leadership capabilities. The final number of researchers to be hired will depend on the quality of the proposals and budget availability.

## Characteristics of the grant

The positions may be developed at Public/Private Research Centres and Companies in the region of Aragon. ARAID researchers are expected to make substantial contributions to their areas of research, boost the Research Teams they join/create and participate actively in the regional science-technology system. It is generally expected that the successful candidates will become permanent staff of ARAID. The scientific performance of researchers is periodically subjected to external evaluation.

ARAID will assist foreign researchers with their visa and work permit procedures. The contracts will be effective only when the candidate is able to work legally in Spain.

The selection of applicants will take into consideration the objectives of the Aragon Government's Regional Research and Innovation Plan, which prioritizes certain areas (see the list below). However, applications from outstanding researchers in any area of knowledge may also be considered

## More information

<http://www.raid.es/en/content/international-call-recruitment-researchers-2015>

**OPORTUNIUS**

Outline	The Innovation Agency of Galicia (GAIN) intends to reinforce the recruitment of first class researchers in the region.
Characteristics of the grant	It offers to ERC Grant holders a permanent contract with the Galician Innovation Agency (GAIN), subject to evaluations every 5 years by an external committee. It also provides specific support for young scientists with potential for obtain the prestigious ERC Grants.
More information	<a href="http://www.xunta.gal/dog/Publicados/2016/20160614/AnuncioG0424-070616-0004_gl.pdf">http://www.xunta.gal/dog/Publicados/2016/20160614/AnuncioG0424-070616-0004_gl.pdf</a> <a href="mailto:xestion.gain@xunta.es">xestion.gain@xunta.es</a>

**FUNDACIÓN SÉNECA**

Outline	The Science and Technology Agency of the Region of Murcia (FUNDACIÓN SÉNECA) holds annual calls for applications to attract junior and senior researchers to research institutions in the Region of Murcia.
Characteristics of the grant	<p>CALL FOR VISITING FELLOWSHIPS</p> <p>This call aims to attract research talent, to promote the acquisition of new knowledge, skills and abilities of research teams in the Region of Murcia, as well as to encourage scientific exchange and internationalization of science and technology. To do so, internships will be funded for researchers with proven experience associated with prestigious external research centres, preferably foreign centres, carrying out research at a university or public or private non-profit research centre based in the Region of Murcia.</p> <p>This call is addressed to researchers with doctoral degrees linked preferably to foreign research centres of international standing, who may apply for either of the following:</p> <p>a) Senior researcher: researchers with a doctoral degree for at least ten years.</p> <p>b) Junior researcher: researchers with a doctoral degree for at least five years.</p>
More information	<a href="http://fseneca.es/">http://fseneca.es/</a>

**4.4. PRIVATE SECTOR RECRUITMENT OPPORTUNITIES**

There are a number of private sector scholarship programmes that are also a good opportunity to do research in Spain. An overview of some of these grants can be found here: <http://www.fecyt.es/es/publicacion/catalogo-de-ayudas-del-consejo-de-fundaciones-por-la-ciencia-para-formacion> (only available in Spanish)

One of the most significant ones could be the scholarships offered every year by “Obra Social La Caixa”.

**OBRA SOCIAL LA CAIXA**

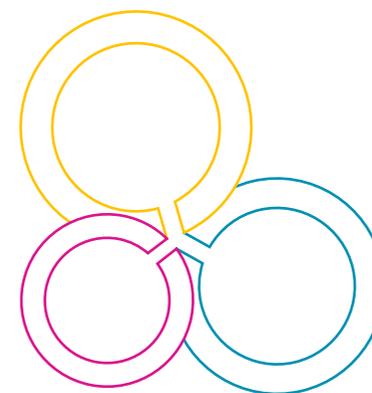
Outline	Predoctoral scholarships in Spanish universities and research centres
Characteristics of the grant	<p>The aim of the programme is to support the mobility of 20 young researchers and to support their incorporation in the best research groups in Spain. Also, these scholarships aim at training researchers with the necessary skills to widen their opportunities to develop a researcher career in academia, industry and entrepreneurship.</p> <p>They are a 3 year scholarship (with possibility of extension)</p> <p>The total amount of the grant would be €115,500 distributed in 3 years and with a €7,500 award if the thesis is defended within the 6 months after the grant is over.</p>
More information	<a href="http://obrasocial.lacaixa.es/ambitos/becas/presentacion_es.html">http://obrasocial.lacaixa.es/ambitos/becas/presentacion_es.html</a>

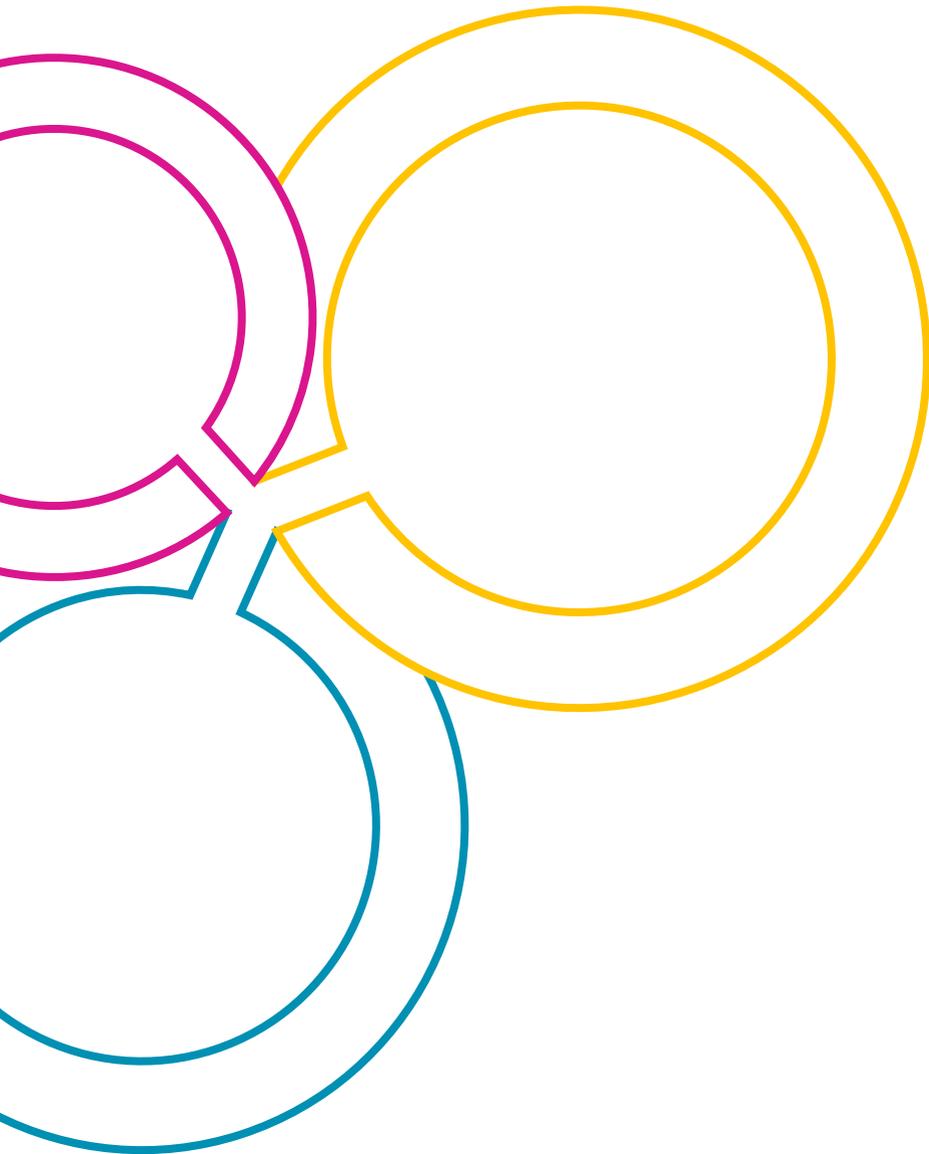


## 5. IMPORTANT INFORMATION FOR INCOMING RESEARCHERS

Spain belongs to the EURAXESS initiative that provides support to researchers and their families when arriving to the country (in key issues such as visas, housing, schooling, etc.). The Spanish Foundation for Science and Technology (FECYT) is the national coordinator for the Spanish network gathering almost 100 services and local centres ready to support incoming researchers. All the information can be found at [www.euraxess.es/eng](http://www.euraxess.es/eng)

Also, FECYT publishes every two years a very exhaustive guide for incoming researchers with up-to-date information about the labour situation, everyday life, and the specific characteristics of Spain, as well as the procedures required to become established in our country: <http://www.euraxess.es/eng/services/foreign-researchers-in-spain>





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DE ECONOMÍA  
Y COMPETITIVIDAD

**FECYT**



FUNDACIÓN ESPAÑOLA  
PARA LA CIENCIA  
Y LA TECNOLOGÍA

