



Resolution from the Under Secretariat for Science, Innovation and Universities, that calls a selection process for the hiring of staff, pursuant to the modality established for predoctoral employment agreements, in accordance with the provisions of Sections 20 and 21 of the Science, Technology and Innovation Act 14/2011, of 1 June, and pursuant to the provisions of Royal Decree 1251/2024, of 10 December which modifies Royal Decree 103/2019, of 1 March, that approved the Statute for trainee predoctoral research staff, at the Centre for Energy, Environment and Technology Research (CIEMAT). File / Code: 303-PREBIO-PDI25

The applicable laws and regulations include the Science, Technology and Innovation Act 14/2011, of 1 June; Act 17/2022, of 5 September, that modifies the Science, Technology and Innovation Act 14/2011, of 1 June; Act 20/2021, of 28 December, on urgent measures for the reduction of temporary employment in public positions; Royal Decree-Act 32/2021, of 28 December, on urgent measures for the labour reform, the guarantee of employment stability and the transformation of the labour market, Royal Decree 203/2021, of 30 March, that approved the Regulations for actions and the functioning of the public sector by electronic channels; Royal Decree-Act 36/2020, of 30 December, that approved urgent measures for the modernisation of the Public Administration and for the execution of the Recovery, Transformation and Resilience Plan; Royal Decree 1251/2024, of 10 December which modifies Royal Decree 103/2019, of 1 March, that approved the Statute for trainee predoctoral research staff, modified by Royal Decree 1251/2024, of 10 December; Royal Decree-Act 5/2015, of 30 October, that approved the recast text of the Basic Statute of Public Employees Act, Royal Decree-Act 2/2015, of 23 October, that approved the recast text of the Workers' Statute; the provisions of the General Regulations for the Entry of Staff for the General State Administration and the Provision of Employment Positions and professional promotion of Civil Servants of the General State Administration, approved by Royal Decree 364/1995, of 10 March; the Resolution of the Secretariat of State for the Public Administration, of 22 November 2001, that established criteria for the selection of temporary staff; the joint instruction of the Secretariats of State for Public Finance and Budgets and for Public Function, dated 17 November 2010; and the provisions that govern the public function of the General State Administration approved for public employees and the rest of the applicable regulations.

This Under Secretariat hereby agrees to call a selection process to cover 2 employment positions, pursuant to the modality established for predoctoral employment agreements, in accordance with the provisions of Sections 20 and 21 of the Science, Technology and Innovation Act 14/2011, of 1 June, and pursuant to the provisions of Royal Decree 1251/2024, of 10 December which modifies Royal Decree 103/2019, of 1 March, that approved the Statute for trainee predoctoral research staff, and for said purposes the specifications of the call are hereby approved, as set out hereinbelow and that correspond to the specifications ratified by the Directorate-General for Public Function on 11 December 2024 for the hiring of staff corresponding to "Ayudas para la formación de personal investigador predoctoral de la convocatoria de tramitación anticipada para el año 2023 del procedimiento de concesión a «Proyectos de Generación de Conocimiento» y a actuaciones para la formación de personal investigador asociadas a dichos proyectos, en el marco del Plan Estatal de Investigación Científica, Técnica y de Innovación 2021-2023", at the Centre for Energy, Environment and Technology Research (CIEMAT), that have been adapted to comply with the characteristics and requirements of the entity and the financing project.

This call shall comply with the principle of equal treatment between men and women in relation to access to public employment, in accordance with the provisions established in Article 14 of the Spanish Constitution, with the provisions of Parliamentary Act 3/2007, of 22 March, for the effective



equality of men and women, as well as with the provisions of Resolution dated 29 December 2020, of the Secretariat-General for Public Function, that published the Resolution of the Council of Ministers dated 7 October 2025, that approved the IV Plan for gender equality within the General State Administration and in associated or dependent Public Bodies.

SPECIFICATIONS OF THE CALL

1.- General provisions

1.1 This call and all of the acts carried out pursuant thereto shall be published, at least, on the web page of the Centre for Energy, Environment and Technology Research (CIEMAT), www.ciemat.es and at the General Access Point www.administracion.gob.es.

1.2 A selection process is called for the award of 1 employment positions pursuant to full-time fixed-term employment agreements, by way of predoctoral employment agreement, in accordance with the provisions of Sections 20 and 21 of the Science, Technology and Innovation Act 14/2011, of 1 June (hereinafter, the "LCTI") and pursuant to the provisions of Royal Decree 103/2019, of 1 March, that approved the Statute for trainee predoctoral research staff, modified by Royal Decree 1251/2024, of 10 December, for the position set out hereinbelow:

Contract code 303-PREBIO-PDI25, for the project "Aplicaciones biotecnológicas del RNA Bridge Editing (acrónimo BRIDGEDITING-CM)", with reference TEC-2024/BIO-450, granted by Order 5696/2024, of December 10, from the Consejero de Educación, Ciencia y Universidades de la Comunidad de Madrid, which resolves the 2024 call for applications for grants for I+D projects carried out in collaboration between research groups belonging to universities and research organizations of the Comunidad de Madrid, in the form of I+D activity programs in technologies. Outside the scope of application of the Single Employment Agreement for staff of the General State Administration.

The foregoing positions pursuant to full-time fixed-term employment agreement will have an estimated duration of 4 year, and shall be subject to the terms and conditions set out in specifications 1.3 and 1.4 hereinbelow. However, when the contract is established with a person with a disability, the contract may have a maximum duration of six years, extensions included, taking into account the characteristics of the research activity and the degree of limitations in the activity.

The contract is financed in its entirety by Community of Madrid corresponding to the aid with reference TEC-2024/BIO-450.

The total amount of the foregoing staff position amounts to the sum of 81.528,16 Euros.

1.3 The term of the employment agreements shall be that which is set out in specification 1.2 and shall be governed by the provisions of Sections 20 and 21 of the Science, Technology and Innovation Act 14/2011, of 1 June, and in relation to all aspects that do not contradict the terms thereof, by the provisions of Royal Decree 103/2019, of 1 March, that approved the Statute for trainee predoctoral research staff, modified by Royal Decree 1251/2024, of 10 December.



The purpose of this contract is the training of new PhD staff by carrying out research tasks within the scope of the corresponding projects, and obtaining the doctoral thesis associated with the corresponding project. To this end, CIEMAT will establish the necessary agreements or procedures so that people predoctoral recruits from this selective process obtain the doctorate degree accredited by a University.

The predoctoral contract will be concluded in writing between the research staff in training in their status as a worker and CIEMAT, in its capacity as employer, and must be accompanied by a letter of admission to the doctoral program issued by the unit responsible for said program, or by the doctoral or postgraduate school, if applicable.

In the event that people have been hired under the predoctoral contract modality previously, the duration of the contract may not exceed a maximum of 4 years, in accordance with the established in article 21.c) of the Science, Technology and Innovation Act 14/2011, of 1 June.

Pursuant to the provisions of Section 21(c), the situations of temporary incapacity and the periods of time dedicated to the enjoyment of full-time leave for gestation, pregnancy, risk during pregnancy, breast-feeding, birth, maternity, paternity, adoption by legal guardian for the purposes of adoption or family fostering, or breastfeeding accumulated into full days, or for similar situations related to the foregoing, as well as the enjoyment of full-time leave for reasons of work/life balance or taking care of minors, relatives or dependent persons, and the time dedicated to the enjoyment of unpaid leave for taking care of a son/daughter, family member or by reason of gender violence during the term of the agreement will interrupt the calculation of the term of the agreement.

The periods of time dedicated to the enjoyment of part-time leave for birth, maternity, paternity, adoption by legal guardian for the purposes of adoption or family fostering, and the reduction of working hours for reasons of breast-feeding, birth of a premature child or child hospitalised at birth, legal guardianship, taking care of minors with cancer or serious illness, of family members the subject of accident or serious illness or of dependent persons, or by reason of gender violence, or reductions of working hours for similar reasons associated with the foregoing, as well as for reasons of work/life balance or taking care of minors, relatives or dependent persons, during the term of the agreement will shall result in the extension of the agreement for the period of time equivalent to the reduction of the working hours.

Within the framework of the actions and within the maximum duration indicated above, it may be include a postdoctoral orientation period (POP) once the doctoral degree has been obtained, when the obtaining of the title occurs during the execution period, with a maximum duration of twelve months, intended for the professional development and specialization of this staff investigator, without prejudice to the provisions regarding interruptions and extensions of the deadline execution.

CIEMAT will respect the rights of predoctoral contracted personnel equivalent to the regime of vacations, permits and licenses enjoyed by the research staff.

1.4 The grounds for the termination of the agreement are set out in Sections 20 and 21 of the Science, Technology and Innovation Act 14/2011, of 1 June, and in relation to all aspects that do not contradict the terms thereof, by the provisions of Royal Decree 103/2019, of 1 March, that approved



the Statute for trainee predoctoral research staff, modified by Royal Decree 1251/2024, of 10 December.

It is considered that the PhD or doctoral degree has been obtained on the date of the act of defence and approval of the doctoral thesis. For said purposes, the contracted staff must notify CIEMAT of the date of the act of defence and approval of the doctoral thesis at least fifteen (15) days beforehand and within two (2) after the approval thereof, when the defence and approval thereof takes place during the term of the performance of the agreement.

The continuity of the contract will be conditional on the annual presentation of the favorable report of the academic committee of the doctoral program or doctoral school.

1.5 For each of the positions, the remuneration shall be accomplished with the provisions of letter d) of article 21, of the Science, Technology and Innovation Act 14/2011, of 1 June.

The remuneration of the position shall be that of 19.900,76 Euros per annum (gross), distributed into twelve (12) monthly instalments during the first and second year, 19.900,76 Euros per annum (gross), distributed into twelve (12) monthly instalments during the third year and 24.468,15 Euros per annum (gross), distributed into twelve (12) monthly instalments during the fourth year and, where applicable, subsequent ones.

1.6 The selection process shall be carried out by way of a single phase public call system, with the assessments, exercises and scores set out in Annex I.

1.7 The description of the positions called and the functions thereof are set out in Annex II of this call.

1.8 After the selection process has concluded and if so permitted pursuant to applicable regulations and budgetary availability, for the persons that have passed the selection process and that have substantiated that they comply with the established prerequisites, agreements shall be formalised, as the case may be, up until the number of positions provided for, by way of predoctoral employment agreement, pursuant to the provisions of Sections 20 and 21 of the aforementioned Act 14/2011, of 1 June.

1.9 The purpose of the foregoing staff position is that which is set out in Section 21 of the Science, Technology and Innovation Act 14/2011, of 1 June, and in relation to all aspects that do not contradict the terms thereof, by the provisions of Royal Decree 103/2019, of 1 March, that approved the Statute for trainee predoctoral research staff, modified by Royal Decree 1251/2024, of 10 December.

1.10 The specific rights and obligations in relation to research of trainee predoctoral research staff are set out in Sections 20 and 21 of Act 14/2011, of 1 June, and in relation to all aspects that do not contradict the terms thereof, by the provisions of Royal Decree 103/2019, of 1 March, that approved the Statute for trainee predoctoral research staff, modified by Royal Decree 1251/2024, of 10 December.

The regime regarding incompatibilities shall be the general regime set out in the Public Administrations Staff Incompatibilities Act 53/1984, of 26 December.



Predoctoral contract will be incompatible with the validity of any other employment contract with the perception of any amount that has a salary nature, when this harms the research purpose and training of the help and/or occurs at the same time, as well as with the perception of other grants that have a similar purpose. However, predoctoral research staff in contracted training may receive non-salary supplements from projects and R&D contracts, supplements for teaching tasks that do not imply a contractual relationship, as well as complementary aid to promote the mobility of research staff or other aid intended for the attendance at conferences, meetings or scientific conferences. In any case, the activities from which the above complements or aid are derived must not undermine or interrupt the purpose of predoctoral contract.

2.- Prerequisites of the candidates

The call is aimed at students of Spanish and foreign nationality who have completed university studies that qualify, according to Spanish legislation, for access to third cycle education or Official Postgraduate studies. The candidatures will be selected exclusively by virtue of academic and/or scientific-technical career and the adaptation to the research activities to be developed, as described in Annex I of this call.

So as to be admitted for the purposes of the selection process, the candidates must have, at the moment of the formalisation of the employment agreement, the participation requirements set out in specification 2.1. and, the rest of the requisites, from section 2.2, must be complied with at the date of the expiry of the application submission period, and must be complied with until the time of the formalisation of the employment agreement, or as the case may be, as provided for under the corresponding sections of specification 2:

2.1 Requisites that must be complied at the moment of the formalisation of the employment agreement.

2.1.1. Nationality:

- a) Spanish nationality.
- b) Citizens of any member State of the European Union.
- c) Irrespective of their nationality, the spouse of Spanish citizens and of citizens of other member States of the European Union, provided that they have not been legally separated. Furthermore, and subject to the same conditions, their children and the children of their spouse may also participate, in respect of which they are economically responsible, if under the age of 21, or if dependent children over said age.
- d) The persons included within the scope of application of the International Treaties formalised by the European Union and ratified by Spain in respect of which the free movement of workers is applicable.
- e) The foreign citizens not included in the foregoing paragraphs however with their legal residence situated in Spain.



Citizens included in paragraph a) shall be excluded from the requirement to provide documentation to substantiate their citizenship, together with foreign residents in Spain included in paragraph b), provided that they authorise in their application the verification of the staff identification particulars in the Identification Verification System. All other candidates must accompany their application with a document that substantiates the conditions that they state.

2.1.2. Admission to a doctoral program, as provided for in article 21 b) of Act 14/2011, of 1 June: Possess proof of written admission to the doctoral program issued by the unit responsible for said Program, or by the doctoral or postgraduate school, if applicable. Failing that, you will not be able to the employment contract will be formalized and the resignation of the contract will be processed ex officio.

2.2 Requisites that must be complied at the date of the expiry of the application submission period.

2.2.1 Age: Candidates must be over the age of 16 and must not exceed, as the case may be, the maximum age for mandatory retirement.

2.2.2 Qualification: The candidates must have, at the date of the expiry of the application submission period, a Bachelor's Degree, an Engineering Degree, an Architecture Degree, a University Graduate Degree with at least 300 ECTS (European Credit Transfer System) credits or a University Master's Degree or equivalent, that allow to be admitted or pre-admitted to a doctoral program before the hiring.

Applicants will be able to prove that they are in a position to obtain the corresponding degree by means of personal academic certification that reflects having passed the credits necessary to obtain the title, along with proof of having paid the corresponding fee for issuing the title.

In the case of qualifications obtained abroad but within the European Higher Education Area (EEES), the qualification must be presented along with a translation into Spanish or English.

In the case of qualifications obtained outside of the European Higher Education Area (EEES), the qualification must be presented along with a translation into Spanish or English and the corresponding certified degree or, where applicable, the corresponding certificate of equivalence.

This requirement will not apply to candidates that have obtained recognition of their professional qualification, in the field of regulated professions, pursuant to the provisions of EU law.

2.2.3 Not having enjoyed previous predoctoral contracts in this or another entity, which added to the duration of this contract, exceeds the maximum time legally provided in accordance with the article 21 of Act 14/2011, of June 1. If candidates would have been hired, in this or another entity, previously in this type of predoctoral contract, the duration of the contracts above will be deducted from the maximum duration legally permitted for this type of contract.

In these cases, a responsible declaration will be attached, Annex V of these bases, by the applicant where the previous periods of enjoyment of a contract under the type of predoctoral contract, with indication of the start and end dates of the relationship contractual, as well as a copy of the previous



contract or contracts, if applicable. The information included in the responsible declaration can result in a modification of the initial conditions of contracts and the execution period.

2.2.4 It is a requirement not to be in possession of the title of Doctor. Applicants will declare this in Annex V of these rules.

2.2.5 Functional compatibility: Candidates must have the functional capacity to perform the pertinent functions.

2.2.6 Authorisation: Candidates must not have been removed by way of disciplinary procedure from the service of any of the Public Administrations or from any constitutional bodies or statutory bodies of the Autonomous Regions, or be subject to any absolute or special disqualification for employment or public office pursuant to final judicial decision, or for the exercise of similar functions to that which the candidates performed, in the case of staff that have been removed or disqualified from office.

In the event of a citizen of any other State, candidates must not be disqualified or in any equivalent situation and must not have been subject to any disciplinary sanction or equivalent procedure that prevents, in their State, and in similar terms, access to public office.

3.- Applications

3.1 Candidates that wish to participate in this selection process must file, duly completed and electronically, the participation application form as provided for in Annex III at the electronic register of CIEMAT, at URL www.ciemat.es and, generally speaking, through the General Access Point, via website www.administracion.gob.es. The final model of Annex III shall be available in either of the channels set out hereinabove at the commencement of the application submission period.

3.2 The filing of the application form set out in Annex III of these specifications, together with the corresponding documentation, shall be effected within the period of ten (10) business days, as from the business day following the date of publication of this call:

a) Mandatorily in electronic format, through the virtual office of CIEMAT, <http://www.ciemat.es> or through the General Electronic Register of the General State Administration <http://administracion.gob.es> >Registro Electrónico General (General Electronic Register). Notwithstanding the foregoing, the forms established in article 16 of Act 39/2015, of October 1, on the Common Administrative Procedure of Public Administrations may be used by candidates who present these applications abroad.

b) However, if the application is submitted on time but not in proper form, the candidate will be required to make the corresponding correction, warning that if it is not resolved within five business days, the application will be considered withdrawn, in the terms established in article 14 of RD 203/2021, of March 30.

In the event of any technical incident during the filing of the applications, candidates are requested to telephone (+34) 913 466 000 and forward an email to the email address moderniza@ciemat.es

Applications shall be addressed to the Director of the Centre for Energy, Environment and Technology Research (CIEMAT).



For the applications to be filed remotely through the electronic Register of CIEMAT, a software application available in the “Trámites” (Procedures) section of the Virtual Office of CIEMAT shall be used, <http://www.ciemat.es>, by way of the digital certification systems admitted by the Virtual Office of the CIEMAT.

In the event of electronic applications, candidates must include the email address designated for the purposes of communications and/or formal requests that may be issued, that shall be considered to be valid for the purposes of notifications.

The electronic documents that accompany the application must be provided in “PDF” format and must not exceed 3 Mb each. If candidates do not have a converter to “PDF” format, links may be found to free-of-charge applications at the Virtual Office of the Public Research Body (OPI). To streamline the remote filing of applications, scanned files may be provided that guarantee the legibility thereof, and it is established that the resolution of the final image must be at least 200 ppp.

The remotely filed application shall be signed electronically, such that the candidates declare that the information set out therein is true and correct, and that the candidates satisfy the requirements provided for in the call, and the candidates shall undertake to provide supporting documentation in order to substantiate all of the information set out in their applications.

3.3 The Virtual Office of CIEMAT shall provide, in the “*Asesoramiento Electrónico*” (Electronic Advice) section, a procedure manual with information of the requirements and functioning of the software application.

3.4 Each application shall be accompanied by:

3.4.1 Documentation that substantiates the merits that the candidates want to have assessed for the call, in light of the merits that may be argued and that are set out in Annex I.

The merits argued must be held by the candidates as at the expiry of the application submission period and must be adequately documented in order to be assessed, subject to the exceptions set out in the foregoing sections.

3.4.2 Certified copy of the required qualification and academic certificate to the university Bachelor’s Degree, Engineering Degree, Architecture Degree, a University Graduate Degree with at least 300 ECTS (European Credit Transfer System) or a University Master’s Degree, or equivalent, that provide for admission to the PhD or doctoral program, as described in the base 2.2.

In the case of qualifications obtained abroad but within the European Higher Education Area (EEES), the qualification must be presented along with a translation into Spanish or English.

In the case of qualifications obtained outside of the European Higher Education Area (EEES), the qualification must be presented along with a translation into Spanish or English and the certificate of equivalence of the grades in foreign university studies, available in the webpage of Ministerio de Ciencia, Innovación y Universidades (<https://www.universidades.gob.es/equivalencia-denotasmedias-de-estudios-universitarios-realizados-en-centros-extranjeros/>).



3.4.3 Curriculum vitae (CV) of the candidate.

3.4.4 Candidates with a disability of 33% or more that request adaptation of time and/or resources must provide a Technical Report issued by the Technical Assessment Body that determined the degree of disability.

3.4.5 Candidates included in paragraph 2.1.a) shall be excluded from the requirement to provide documentation to substantiate their citizenship, together with foreign residents in Spain included in paragraph 2.1.b), provided that they authorise in their application the verification of the staff identification particulars in the Identification Verification System. All other candidates must accompany their application with a document that substantiates the conditions that they state.

3.4.6 Sworn declaration, pursuant to the template set out in Annex V, in relation to the provisions of Sections 20 and 21 of the Science, Technology and Innovation Act 14/2011, of 1 June, regarding the maximum term of the predoctoral agreement and the commitment to meet the requirements to be able to formalize the contract and join to CIEMAT. Signing the application will imply acceptance of said responsible declaration.

3.5 The factual, material or arithmetic errors set out in the application may be remedied at any time either at the motion of the Public Research Body (OPI) or at the request of the candidate.

3.6 The failure to file the application in time and form shall represent the exclusion of the candidate.

4.- Admission of candidates

4.1 After the application submission period has expired, the Body that has established the call, at the proposal of the Panel or the unit responsible for the review of the applications of CIEMAT, shall issue a resolution that shall establish the lists of admitted and excluded candidates. In said resolution, that shall be published on the noticeboard of the virtual office of each Panel, at the URL <http://www.ciemat.es> and at the General Access Point, through the website thereof (<http://www.administracion.gob.es>), the period of **ten (10) business days** shall be established after the business day following the date of publication thereof, for candidates to remedy the defect that has given rise to their exclusion or omission in said lists, by way of the procedures set out in specification 3.

Said period may not be used, under any circumstances whatsoever, to add, complete or modify the documentation provided with the initial application, with the exception of the documentation that is provided by the candidate within the remedy period for the purposes of correcting, as the case may be, the remediable defects.

4.2 After the expiry of the period set out in the previous specification, in the event that any modifications have taken place, said modifications shall be published in the same places as the initial lists of admitted and excluded candidates.

5.- Panel

For the selection of applicants, an assessment panel will be created that will act objectively and will guarantee independence of the evaluation process. In any case, it must respect the principle of



balanced presence of women and men, except for well-founded and objective reasons, duly motivated.

5.1 The assessment Panel for this selection process is that which is set out in Annex IV of this call. Notwithstanding the foregoing, in the event of any modification of the information set out in Annex IV, as the case may be, the final composition of the Panel and the headquarters thereof shall be published together with the lists of admitted and excluded candidates, and in the same places as set out in specification 4.1.

5.2 The Panel, in accordance with the provisions of Article 14 of the Spanish Constitution, shall ensure the strict compliance with the principle of equal opportunities between both genders.

General speaking, the meetings thereof shall be held as face-to-face meetings or by way of telephone or video conference or by way of mixed modality.

5.3 The action procedures of the Panel shall comply at all times with the provisions of the Public Sector Legal Regime Act 40/2015, of 1 October.

5.4 The Panel shall be responsible for considering, verifying and determining the incidents that may arise during the exercises, and for adopting the reasoned decisions that the Panel considers necessary or pertinent.

5.5 The Panel will be in charge of reviewing the admitted applications with their corresponding documentation and evaluating the applications according to the evaluation criteria described in Annex I.

5.6 The Panel may incorporate specialists that provide advisory services thereto, for the performance of their functions, according with RD 364/1995, of 10 March.

These specialists will collaborate with the Panel exclusively in the exercise of their technical specialties.

5.7 The component members of the Panel must abstain from acting in the situations provided for under Section 23 of the Public Sector Legal Regime Act 40/2015, of 1 October.

5.8 Candidates may recuse the members of the Panels in respect of the circumstances set out in Section 24 of the Public Sector Legal Regime Act 40/2015, of 1 October.

5.9 For the purposes of communications and any other incidents, the Panels shall have their headquarters at the address set out in Annex IV.

5.10 The members of the selection bodies shall necessarily be appointed personally, and accordingly the members thereof may not be represented by proxy representation by anyone else.

5.11. The Panel shall establish an approximate timetable for the selection process.

5.12. The Panel shall publish a brief CV of all its members, in the same places established in base 4.1.



6.- The selection process

6.1 The Panel shall publish, at the places set out in specification 4.1, the list that provides the provisional assessment of the merits of the call, which shall state the score obtained in each one of the merits and the total score. Candidates shall have the period of **five (5) business days**, as from the business day following the date of publication of said list, to effect any pertinent pleadings. After the expiry of said period, the Panel shall publish the list of candidates with the final assessment of the selection process.

6.2 The Panel may request, at any moment of the selection process, the substantiation of the identity of the candidates and any clarification regarding the merits pleaded, as the Panel considers necessary. Moreover, if the corresponding Panel has knowledge that any of the candidates does not comply with any of the prerequisites of the call, after the prior hearing of the candidate, the Panel must propose the exclusion thereof before the Body that has established the call.

6.3 At any time during the selection process, candidates may waive their inclusion in the selection process. The waiver shall imply their immediate exclusion and the loss of any right acquired or that they may acquire as a result of the selection process.

7.- Successfully passing the selection process

7.1 After the call procedures have concluded, the Panel shall forward to the Body that has established the call the list of candidates that have obtained, at least, the minimum score required for successfully passing the selection process, by order of score, ordered from highest to lowest and, as the case may be, ordered by the preference stated by the candidates, and the Body that has established the call shall issue a resolution for the award of the positions. Said resolution shall set out the list of candidates that have obtained the minimum score required for successfully passing the selection process, ordered from highest to lowest by the scores obtained, and the award of the employment agreements by strict order of the candidates.

Said resolution shall be published at the place or places where the list of admitted and excluded candidates was published and at the headquarters of the Panel, as well as at any other places considered necessary, and the candidates that have been awarded the positions shall have the period of five (5) business days after the business day following the date of publication thereof in order to file the original document that substantiates the compliance of the prerequisites established for the call and in accordance with applicable regulations.

7.2 After the selection process has concluded, the employment agreements shall be formalised, if possible, within the maximum period of **five (5) business days** after the expiry of the period for the provision of the documentation set out in specification 7.1, except in the situations in which the formalisation of the employment agreement may be conditional upon the issue of the reports and authorisations provided for under applicable regulations.

7.3 It shall not be possible to formalise a greater number of employment agreements than positions that have been called.

7.4 The probation period is that which is set out for each position in Annex II of this call.



After the foregoing probation period has expired, if the contracted candidate has not successfully passed the probation period, pursuant to the report drafted by the manager of the competent unit or to which the staff member reports, the provisions of specification 1.4 shall be applicable.

7.5 In the event that, after the period established in specification 7.1 has expired, if the prerequisites established in the call have not been substantiated within the established period or if a waiver is filed, the contract may be awarded to the next candidate of the Resolution referred to in specification 7.1 if the prerequisites of the call have been duly substantiated thereby and if all applicable regulations have been complied with.

7.6 If during the execution of the contract is terminated or is withdrawn by the person hired, in the event that there are more candidates who have passed the selection process according to the list described in base 7.1, the contract may be proposed to the following candidate, in order of score, who have not been proposed to occupy another position.

In any case, the substitute person must meet the requirements established in this call, in the applicable labor legislation, as well as in RD 103/2019, of 1 March, during the remaining time of the contract, at least one year duration.

The period that elapses between the termination or withdrawal of the contract and the incorporation of a new candidate may not be longer than 3 months.

The total duration of successive contracts, if any, may not exceed the terms established in Sections 20 and 21 of the Science, Technology and Innovation Act 14/2011, of 1 June, and, in what does not oppose the aforementioned sections, by the provisions of Royal Decree 103/2019, of 1 March, that approved the Statute for trainee predoctoral research staff, modified by Royal Decree 1251/2024, of 10 December.

8. Incorporation of new hires and contract performance conditions

8.1 The persons selected and awarded the contracts shall join the CIEMAT on the date determined in the employment contract formalized between the parties.

Failure to join the programme on the date indicated without the corresponding notification of the situation that has arisen and which is expressly accepted by the competent body will entail the automatic loss of the rights inherent to the pre-doctoral contract.

8.2 The selected and awarded persons must conclude their training with the effective presentation of the doctoral thesis and the awarding of the PhD or doctoral degree.

8.3 The compatibility of these contracts with other contracts, salaries, non-wage payments, collaboration in teaching tasks, etc., are set forth in these specifications of the call, in the terms established in Sections 20 and 21 of the Science, Technology and Innovation Act 14/2011, of 1 June, and, in what does not oppose the aforementioned sections, by the provisions of Royal Decree 103/2019, of 1 March, that approved the Statute for trainee predoctoral research staff, modified by Royal Decree 1251/2024, of 10 December, and in what has been validly established in the formalized contract.



9. Obligations of the hired persons

9.1 Acceptance of the predoctoral contract implies acceptance of the conditions set forth in this call.

9.2 Those who sign a contract will be obliged to:

9.2.1 Join the position on the date indicated in base 8.1 of this call.

9.2.2 Complete the training program, adhering to CIEMAT's organizational and operational regulations and following the recommendations and guidelines set forth by the thesis supervisor.

9.2.3 To state in any publication resulting from the activity carried out during the term of the contract, your status as a predoctoral contracted person at CIEMAT.

9.2.4 Immediately inform CIEMAT, through their thesis supervisor and the responsible IP, of any results that may be protected under industrial and intellectual property regulations. Scientific results and potential inventions obtained as a result of the beneficiary's work during the predoctoral contract period will be the exclusive property of CIEMAT, without prejudice to the recognition, where applicable, of the corresponding authorship.

9.2.5 Immediately inform CIEMAT, through their thesis supervisor, of any conflict of interest, as outlined in the CIEMAT Conflict of Interest Manual.

10 Final rule

This selection process shall be subject to the provisions of Royal Decree-Act 5/2015, of 30 October, that approved the recast text of the Basic Statute of Public Employees Act; the applicable legal precepts of Act 30/1984, of 2 August, on measures for the reform of the Public Function; the rest of the applicable regulations and the provisions of this Resolution.

Against this call the pertinent remedies of appeal may be filed, as provided for under the Public Administrations Common Administrative Procedure Act 39/2015, of 1 October, or alternatively a claim may be filed before the Employment Courts of Madrid, in accordance with the provisions of Section 6(2) of the Employment Jurisdiction Act 36/2011, of 10 October.

Furthermore, the Public Administration may, as the case may be, review the resolution of the Panel, in accordance with the provisions of the aforementioned Act 39/2015, of 1 October.

*Digitally signed by the Under Secretary of Science, Innovation and Universities,
Carlos Marco Estellés*

MR/MS PRESIDENT OF THE ASSESSMENT PANEL