

PUBLIC CALL FOR EMPLOYMENT

RESOLUTION OF THE MANAGEMENT OF THE INSTITUTO DE INVESTIGACIÓN SANITARIA DE CASTILLA-LA MANCHA (IDISCAM) | FUNDACIÓN DEL HOSPITAL NACIONAL DE PARAPLÉJICOS PARA LA INVESTIGACIÓN Y LA INTEGRACIÓN FOR THE HIRING OF RESEARCH PERSONNEL

Job title: Senior Technician (A1)

Number of positions to be filled: 1

Job reference: 2025_ADJUNTO DIRECCIÓN_03

Place of work: Castilla-La Mancha Institute for Health Research (IDISCAM)

Deadline for submission of applications: 10 working days from the day following the publication of the call for applications on the Foundation's website.

In Toledo, on October 20th, 2025

The Instituto de Investigación Sanitaria de Castilla-La Mancha (IDISCAM) | Fundación del Hospital Nacional de Paraplégicos para la Investigación y la Integración de Castilla-La Mancha, a non-profit entity, with its own legal personality, belonging to the Public Sector of the Junta de Comunidades de Castilla-La Mancha, and full capacity to act and under the tutelage of its Board of Trustees, whose objective is the management of means and resources at the service of the execution of clinical research programs and projects, basic or applied research, technological development and innovation in the field of Biomedicine and Health Sciences to contribute to the promotion and protection of the health of the population and to the progress and improvement of the National Health System, on the basis of the reasons of necessity set out in the following paragraph.

RESOLVES

To convene a selection process for the recruitment of A Senior Technician (A1) for the Instituto de Investigación Sanitaria de Castilla-La Mancha (IDISCAM) located at the Hospital Nacional de Paraplégicos, on a competitive basis, from the Instituto de Investigación Sanitaria de Castilla-La Mancha (IDISCAM) | Fundación del Hospital Nacional de Paraplégicos, charged to the funds Instituto de Investigación Sanitaria de Castilla-La Mancha (IDISCAM) | Fundación del Hospital Nacional de Paraplégicos

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available in the project 'ADM00202_IDISCAM', whose Principal Investigator is D. Manuel Sánchez Torre, by means of a merit-based competition and interview system, as provided for in these conditions.

The selection system will respect the principles of publicity, merit, capacity and free concurrence of the candidates, as well as the principles of speed and efficiency, and will guarantee, at all times, the transparency of the selection process.

1. TERMS OF THE EMPLOYMENT CONTRACT:

- **Legal status:** Employment under labour law.
- **Contract type:** Fixed-term contracts. Contracts may be terminated for any of the reasons set forth in the Workers' Statute or in other applicable legislation, as well as those set forth in the contract itself, among which the following shall be established:
 1. Completion or exhaustion of the budget appropriation.
 2. Completion of the tasks assigned to the employee's position within the project.
 3. Completion of the project.

Once the selection process derived from this call has been completed, the contract will be formalised in writing, and the most appropriate contractual modality for the purpose of the contract will be used, from among those in force at the time of formalisation. The start date will be set in the contracting proposal, depending on the needs of the projects and provided that it is administratively feasible.

- **Trial period:** 6 months
- **Workday:** Full time (35h/week)
- **Work location:** Headquarters Foundation of the Hospital Nacional de Paraplégicos - Institute of Health Research of Castilla-La Mancha.
- **Gross remuneration:** 2.790,72 euros/monthly salary (14 payments) + Flexitime flexibility allowance 165, 50 euros + Level II Responsibility Allowance 685, 47 euros*.

**The flexible working hours allowance will be applied at the request of the principal investigator of the project and will be applicable when the contracted personnel work outside their normal*

working hours due to the needs of the execution of the project. The allowances will be applicable for an initial maximum duration of 12 months or, failing that, for the duration of the contract if it is shorter.

The conclusion of the contract will be subject to compliance by the selected person with the requirements demanded by current labour legislation. In case of non-compliance with the requirements, the next person with the highest score will be contacted.

2. FUNCTIONS:

The person hired will join the Instituto de Investigación Sanitaria de Castilla-La Mancha (IDISCAM) directed by D. Manuel Sánchez de la Torre. The main functions and tasks to be carried out will be, among others:

- Design, support and implementation of the institute's strategic plan for the financial years 2025 and 2026.
- Development of the implementation phase of the HRS4R seal.
- Participation in the application process for IDISCAM accreditation by the ISCIII.
- Documentary review of the Scientific Area and maintenance of the specific area of management (Fundanet).
- Digitalisation and archiving of documentation of the Scientific Area: registration/deregistration of personnel, scientific reports, complementary documentation.
- Development of the Shared/Cooperative Scientific Plan.
- Development of the Scientific Evaluation of the Groups.
- Compilation, request for information and preparation of scientific indicators and metrics.
- Documentary audit.
- Evaluation of intramural calls for proposals and administrative management as appropriate.
- Evaluation of new applications for research groups, new staff and termination of staff.

- Preparation of surveys and indicators relating to the activity carried out.
- Support and support in the activities and functions of the scientific management.

3. REQUIREMENTS TO PARTICIPATE IN THE CALL FOR APPLICATIONS

General requirements:

- Have Spanish nationality or work permit, or any other nationality that allows access to public sector employment. In case of not having this nationality and being selected, the contract will not be formalized until the corresponding documentation is in order. If this procedure is not completed within the period established by the IDISCAM | Foundation's Management, the selected person will not be hired. In this case, the position will be vacant or the next person with the highest score will be hired.
- Have the functional capacity necessary for the performance of the tasks or functions corresponding to the position for which the call is made.
- Be at least 16 years of age and not exceed, where applicable, the maximum age of compulsory retirement or such other age as may be established by law.
- Not to have been separated, by means of disciplinary proceedings, from the service of any of the Public Administrations or of the constitutional or statutory bodies of the Autonomous Communities, nor to be in absolute or special disqualification for public jobs or positions by judicial resolution, for access to the body or scale of civil servant, or to perform functions similar to those performed in the case of labor personnel, in which he/she had been separated or disqualified. In the case of being a national of another State, not being disqualified or in an equivalent situation or having been subjected to disciplinary or equivalent sanction that prevents, in his State, in the same terms the access to the public employee.
- Not having been dismissed disciplinarily or by virtue of an objective dismissal from the Instituto de Investigación Sanitaria de Castilla-La Mancha (IDISCAM) | Fundación del Hospital Nacional de Paraplégicos, except if the same has been declared null and void or unjustified. Exclusion will not be made if more than three years have elapsed from the date of dismissal to the date of publication of the terms and conditions of the call for applications.

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- Comply with the contractual requirements in accordance with current legislation on work permits or any other that replaces it.
- Not having had an employment relationship with the Instituto de Investigación Sanitaria de Castilla-La Mancha (IDISCAM) | Fundación del Hospital Nacional de Paraplégicos terminated in the three years prior to the date of publication of this call for employment due to failure to pass the probationary period.

Requirements of the position offered:

Qualification: Official university degree of Doctorate (MECES Level 4)

Any application that does not present supporting documentation of the fulfillment of the requirements will not be valued. The original documentation will be presented only by the selected person.

Candidates who do not meet the general requirements and those of the position offered at the date of the deadline for submission of applications will not be considered.

Candidates with degrees obtained abroad must prove that they are in possession of the corresponding homologation credential or the corresponding certificate of equivalence.

4. PRESENTATION OF APPLICATIONS:

Persons wishing to participate in the selective process should send the following documentation in a single document in PDF format to the email rrhh.fhnp@sescam.jccm.es

- Cover letter (express mention of the reference of the offer).
- Curriculum Vitae of the candidate (include cell phone number and contact e-mail).
- Photocopy of the D.N.I. or legally accredited document.
- Report of labor life issued by the Social Security, as well as the contracts where the

developed position appears or, failing that, certificate of functions of the company that accredits the minimum professional experience required, as well as that which will be valued as additional merits.

- Documentation accrediting the merits described in the merit rating.
- If applicable, supporting documentation of functional diversity equal to or greater than 33%.

The merits presented must be possessed on the date of the deadline for the presentation of applications and must be accredited in order to be valued. No merit that has not been accredited with the contribution of the corresponding documentation within the established term will be evaluated.

Participation in the selection process implies the acceptance of these rules by the candidate.

The candidate will be bound to the data included in the application, thus recognizing the truthfulness and accuracy of the documentation submitted in the application. Any falsification of documents or merits will lead to automatic expulsion from the process.

5. EVALUATION PANEL:

The Evaluation Tribunal will be composed of:

- Presidency: : IP/Service Manager
- Vocal: Member of the reception group
- Secretariat: IDISCAM Human Resources | Foundation

6. SELECTIVE PROCESS

The selection process will consist of two phases:

- **1st Phase: Evaluation of merits (6 points):** in this phase an evaluation of the merits and the requirements established in the call will be carried out by the Tribunal.

Professional merits related to the functions or activity to be carried out (3 points)	Maximum score per item
At least 2 years of accredited work experience in similar positions of scientific management responsibility (assistant scientific director/scientific coordinator) (0.5 points per accredited year from the 2nd year onwards, up to a maximum of 1.5 points).	Up to 1.5 points
Accredited work experience in the development and implementation of the HRS4R label. Accreditation through certificate from the place where the services were provided.	Up to 1 point
Experience in the evaluation of scientific activity, based on R+D+i indicators. Accreditation by means of a certificate from the place where the services were provided.	Up to 0,5 points
Training merits (2 points)	Maximum score per item
Master's degree in Management of Health Institutions or similar.	1 point
Accredited level of English (B2 = 0.5 point; C1 = 1 point)	Up to 1 point
Special assessment (1 point)	Maximum score per section
Disability equal to or greater than 33%	0,5 points
Victim of gender violence	0,5 points
Over 40 long-term unemployed in the last 5 years	0,05 points for each month of seniority up to a maximum of 1 point.

**The valuation of professional experience will be reduced proportionally in the case of services rendered on a part-time basis. The same period of experience may not be valued in more than one section.*

***The valuations will be made according to the merits accredited in accordance with the Annex.*

- **2nd Phase:** Personal interview (4 points): Candidates who have obtained at least 4 points in the 1st Phase will be summoned to a personal interview with the Tribunal, which may be conducted in person or online. This interview will deal with the requirements established in the call for applications.

Interview	Maximum score per section
Result of the interview	4 points

In the event of a tie among the candidates, the following order shall be followed:

- 1º The candidate who has obtained the highest score in the merit sections.
- 2º In case of continuing and that the persons were of different sex, the tie will be resolved in favour of the sex that is underrepresented within the company.

The resolution of this call for the hiring of personnel is subject to prior authorization by the Ministry of Finance and Public Administrations of the Regional Government of Castilla-La Mancha.

The recruitment of research/technical personnel carried out by the IDISCAM | Foundation will follow the principles of the OTMR policy established in the European Charter for Researchers: Transparent, open and merit-based recruitment. (Available at: <https://hnparaplejicos.sanidad.castillalamancha.es/es/fundacion-hnp/hrs4r>).

The recruitment of research/technical personnel carried out by the IDISCAM | Foundation is in accordance with the Equality Plan of the entity (Available at: <https://hnparaplejicos.sanidad.castillalamancha.es/es/fundacion-hnp/plan-de-igualdad>).

The IDISCAM | Foundation, for duly motivated reasons of interest to the entity, may withdraw at any time from the resolution of this call.

7. RESOLUTION OF THE CALL FOR APPLICATIONS

After the interview, the evaluating Tribunal will draw up the minutes together with the scale annex and will proceed to sign the same.

The minutes together with the scale will be sent to the Management of the IDISCAM | Foundation who will issue the resolution of the awarding of the position, which will be published on the Foundation's website.

The Human Resources Department of the IDISCAM | Foundation will contact the candidates to inform them of the result of the selection process within a maximum period of 5 working days from the publication of the resolution.

The person selected for the position will have a period of three working days from the next working day following the date of publication of the resolution to accept or reject the position.

The call for applications may be declared void if the evaluation committee considers that none of the candidates meets the requirements of the position.

Before formalizing the contract, the IDISCAM | Foundation will check that the candidate has not exceeded the limits for temporary hiring provided for in Article 15 of Royal Legislative Decree 2/2015, of October 23, which approves the revised text of the Law of the Statute of Workers.

If, once the employment contract has been formalized, the person hired under these conditions causes voluntary resignation, does not pass the probationary period, is in a situation of

temporary disability, leave of absence or any similar situation, he/she may be replaced by the next substitute in the resolution, in order of priority according to the final score obtained in the assessment resulting from the call, if he/she can prove that he/she meets the requirements of the call and complies with the applicable regulations.

The contract will be formalized in writing, and the most appropriate contractual modality for the purpose of the contract will be used, from among those in force at the time of its formalization. The start date will be established in the contracting proposal, depending on the needs of the projects and provided that it is administratively feasible.

Contracts may be terminated for any of the reasons set forth in the Workers' Statute, or in other applicable legislation, and also those set forth in the contract itself, among which the following shall be established: a) Completion or exhaustion of the budget appropriation, b) Completion of the tasks assigned to the employee's position within the project/unit and c) Completion of the project.

The gross salary of this job offer has been established through the salary table established by the IDISCAM | Foundation or in the salary table of the call for proposals that subsidizes the contract.

8. ADVERTISING FINANCING

This contract is financed by 'IDISCAM'.

9. COMPLAINTS AND/OR APPEALS

Within 3 working days, candidates may present possible complaints or claims after the communication of the finalization of the selection process, which will be dealt with within 15 working days.

The social jurisdictional order is competent to resolve disputes arising from these bases, in accordance with Law 36/2011, of October 10, 2011, regulating the social jurisdiction, without

the possibility of filing any other appeal in administrative proceedings or any claim prior to the social judicial proceedings.

10. DATA PROTECTION

All applications received in connection with job offers will be processed by the IDISCAM|Foundation for the purpose of selecting the most suitable candidate and in compliance with the public interest (art 6.1 e of EU regulation 2016/679) which provides for the legally established transfer of data to public control bodies, audits and other public bodies; and the right of the applicant to request access, rectify and cancel data from their application when they consider by contacting the contact address of the offer. By submitting an application, the interested party gives his/her consent to the processing of his/her personal data for the purpose of participating in the selection process and for sending/receiving communications related to the same.

The purpose of the data processing is the management of the candidacy, carrying out the selective process and any other derived from the selective process.

Interested persons may exercise their right of access, rectification, deletion, limitation and opposition by means of a written request, accompanied by a photocopy of the ID card or equivalent document, by e-mail to rrhh.fhnp@sescam.jccm.es indicating in the subject DATA PROTECTION SELECTIVE PROCESS.

Fdo. : Manuel Sánchez de la Torre
Director of the Foundation

ANNEX I. ACCREDITATION OF MERITS

Time of service worked: the accreditation of the time of service worked will be made with the presentation of the certificate of labor life of the General Treasury of the Social Security. In order to accredit that the services have been rendered in positions with analogous functions, a certificate of functions issued by the hiring company or, failing that, the employment contract if it includes such functions, together with the indication of the professional category, must be submitted.

Internships: the accreditation of internships will be done through a certificate from the institution indicating the number of hours and functions performed.

University Degrees: the accreditation of degrees, bachelor's degrees, master's degrees or doctorates will be done through the presentation of the official degree.

Courses: the accreditation of courses will be done through the presentation of the certification issued by the entity where the course was given. Said certification must state the number of teaching hours of the course.

Publications: the accreditation of the publications made will be done through the presentation of a copy of the first page of the article. If such page does not include the reference to the journal and its number, those copies that include such information must be submitted.

Languages: the accreditation of languages will be done through the official certificates issued.

Functional diversity or special conditions: supporting documentation.

Accreditation of knowledge: certificate issued by the company or entity where such knowledge was acquired.