

# SPECIFICATIONS FOR THE RECRUITMENT AND HIRING OF TECHNICAL AND SCIENTIFIC PERSONNEL FOR THE IBERIAN ENERGY STORAGE RESEARCH CENTER (CIIAE) OPERATED BY FUNDECYT - THE SCIENTIFIC AND TECHNOLOGICAL PARK OF EXTREMADURA, IN THE FRAMEWORK OF THE RECOVERY, TRANSFORMATION AND RESILIENCE PLAN

## SPECIFICATIONS FOR RECRUITMENT

The common recruitment specifications designed to cover the vacancies for scientific and technical staff for the Iberian Energy Storage Research Center, managed by FUNDECYT - the Scientific and Technological Park of Extremadura are hereby published, through the specifications regulated in this document.

These specifications shall be applied to successive recruitment waves, which will be published on:

- The website of FUNDECYT-PCTEX (<http://www.fundecyt-pctex.es>),
- The website of CIIAE - the Iberian Energy Storage Research Center (<http://www.ciaae.org>).
- The registered office of FUNDECYT-PCTEX (Avenida de la Investigación, s/n, Edificio PCTEX, Campus de la Universidad de Extremadura, 06006 Badajoz, SPAIN).
- The Official Gazette of Extremadura (DOE).

## 2. PURPOSE

The purpose of these specifications and successive recruitment drives is to assimilate the scientific and technical personnel envisaged in the Covenant for the formalization of a Specific Pluriannual Transfer to the FUNDECYT-Scientific and Technological Park of Extremadura Foundation, in order to implement Action Guideline 13, “Launching of the National Energy Storage Research Center (CIIAE)”, of the R+D+I Program in the green Hydrogen and Energy area, financed with Next Generation EU Funds, included in investment measure II Complementary Plans with the Autonomous Communities, which form part of Component 17 of the Recovery, Transformation and Resilience Plan (DOE no. 154 of August 10 2022).

The main **objective of the CIIAE** is to contribute to solving the scientific and technological challenges that would allow for appropriate management of green energies, through scientific research, technology development and innovation in energy storage in order to meet industrial demands and the needs of society for a sustainable energy future.

To this end, the CIIAE will focus its activity on the following three broad areas in order to attain its objectives:

1. Research and development of energy storage technologies and their integration with green energy sources.
2. Close collaboration with the industrial sector and joint development of technologies.
3. Assessment and training in green energy and its manageability.

and towards the following lines, which appear in the Complementary Plan:

1. LA13.1: Development of advanced materials and nanotechnological applications for the development of new batteries and supercapacitors.
2. LA13.2: Storage of non-manageable renewable energy.
3. LA13.3: Phase change materials for thermal energy storage.

### 3. GENERAL REGULATIONS

3.1. The selection process will be conducted by means of the **competitive examination system for public positions**, based on the tests that will be taken in the venue determined by FUNDECYT- PCTEX in each case.

### 3.2 REQUISITES.

By the deadline date for presentation of applications, candidates must meet the following requisites, maintaining them until such a time as the contract of employment is formalized. These requisites are set forth in Royal Legislative Decree 5/2015, of October 30, approving the Consolidated Text of the Law on the Basic Statute of Public Employees, a legal regulation that will be applied to this process by analogy:

- Nationality:

- a) Hold Spanish nationality, or be a national of one of the member states of the European Union.
- b) The people included within the scope of application of the international treaties concluded by the European Union and ratified by Spain in which the free movement of workers is applicable.
- c) Workers who are not included in the previous paragraphs who are legal residents of Spain.
- d) Candidates not in the above circumstances may present their application. The Selection Committee will verify whether they are in a position to fulfill the legal requisites to be engaged as employees in Spain.

Persons included in section a) shall be exempted from presenting documentary evidence of their nationality, as shall the foreign nationals who are residents of Spain included in section b), provided they authorize the verification of their personal identification data in the Identity Data Verification System on their application. All other persons must accompany their application with a document accrediting their alleged circumstances.

- Candidates must be over the age of eighteen and, if applicable, not be over the maximum compulsory retirement age.
- Candidates must have the functional capacity to perform the required tasks.
- Candidates must not have been removed, through disciplinary proceedings, from the services of the public authority or any associated public bodies or those depending on them, or from the constitutional or statutory bodies of the Autonomous Communities, or be fully or partially disqualified from holding public posts or positions by a final judicial decision.
- Candidates must not have been convicted by final judgment over the past five years in legal proceedings of any kind relating to economic and/or financial claims. To accredit this requisite candidates shall present the duly signed affidavit of liability.
- Candidates who are nationals of other states must not be disqualified from, or be in an equivalent situation, or have been subject to disciplinary sanctions or equivalent which prevents them from accessing public employment in their state, under the same terms. They must meet the requisites regarding qualifications and other requirements specified in the job description.

## 4. HIRING PROCESS

The persons selected to cover the vacancies published shall, in accordance with the provisions of the specifications below, be subject to the provisions of Royal Legislative Decree 2/2015, of October 23, approving the consolidated text of the *Law on the Workers' Statute* and as set forth in the FUNDECYT-PCTEX Collective Bargaining Agreement.

The posts will be temporary in nature, with a trial period as established by law.

The remuneration system for the post is that set forth in the FUNDECYT-PCTEX Collective Bargaining Agreement for the different professional categories to which the vacancies announced are ascribed.

## 5. APPLICATIONS AND SUBMISSION DEADLINE

Applicants wishing to take part in the selection process must submit the following documents:

- National identity document, passport or residence permit.
- A detailed *resume*, specifying the specific start and end dates of each professional experience, as well as the duties performed, written in Spanish and/or English and/or

Portuguese.

- Application for admission to the selection process, completed as per the form in the annex specified in the vacancy announcements.
- Photocopy of the official certificate of the qualification required or photocopy of the application for said certificate. In cases of qualifications obtained abroad, the documentation must be submitted in accordance with the provisions of clause 7 of these specifications.
- Photocopy of the qualifications and diplomas and for courses mentioned in the application, or certificates thereof, indicating the number of class hours.
- Documents accrediting fulfillment of the specific requisites for each of the posts described in the annexes of each announcement of a vacancy to which the candidate applies.
- Professional experience. In order to verify the required professional experience, applicants must specify, in as much detail as possible, the activity they carried out, as well as the continuous period or periods during which they performed the activity. To this end, they must submit a copy of any documents they deem appropriate as proof that they have the required experience set forth in the vacancy announcement (official employment history report, contracts, official earnings records, etc.) or other documents on which the required experience is recorded.
- However, the Selection Body may, at any time during the selection process, demand accreditation of all of the information set forth in the application regarding previous professional experience or any other matter it deems relevant or which has been or will be taken into consideration in the competitive examination phase.
- Applicants with disabilities with a degree that is equal to or above 33% must indicate this on their application, and attach a copy of the Expert Technical Report issued by the technical appraisal body that determined the degree of disability.
- In the event that they would require adaptations of time and/or resources to carry out the selection tests, as well as indicating this on their application, they must submit a written document specifying the type of adaptation they request, as well as a medical certificate accrediting the requested adaptation. The Selection Body will adopt the necessary measures in necessary cases, so that applicants who have requested adaptations of time and/or resources in the manner set forth in the previous section may carry out the exercises in similar conditions to the other participants.

The documentation submitted will not be returned, in any cases. In compliance with Organic Law 3/2018, of December 5, on the Protection of Personal Data and Guarantee of Digital Rights, FUNDECYT-PCTEX will store and treat the documents received confidentially and solely for the purpose of assessing the applications submitted, and said information shall not be stored in any way, file or medium, or ceded, either wholly or in part, to third persons or entities. When the selection processes has ended, after waiting for the appropriate period for any possible claims, the documents will be destroyed.

Failure to submit the aforementioned documentation, or to meet the requisites called for in the

specifications of the vacancy, will result in the exclusion of the candidate.

The scanned documentation may be sent by e-mail to the address: [ciaae.personal@fundecyt-pctex.es](mailto:ciaae.personal@fundecyt-pctex.es) stating as the subject the reference shown for each vacancy announced, or by registered post with recorded delivery, or it may be delivered by hand at the registered office of FUNDECYT-PCTEX, and addressed to the Human Resources Department (Departamento de Recursos Humanos), Avenida de la Investigación, s/n, Edificio PCTEX, Campus de la Universidad de Extremadura, 06006 Badajoz. The post applied to must be written clearly on the envelope.

The submission deadline for applications will be at least 15 calendar days as counted from the day after publication of the vacancy announcement in the Official Gazette of Extremadura (“Diario Oficial de Extremadura”). The submission period for each of the vacancies will be established in the vacancy announcements.

Any applications not received in the period and form established in the annexes will not be admitted. However, the Selection Body may extend the initial period by a further 30 calendar days, if it deems this to be convenient.

FUNDECYT-PCTEX may request that original documents be submitted for comparison at any point during the selection process, in cases where photocopies have been submitted or scanned documents have been sent by e-mail. Failure to fulfill this requisite within the periods determined will lead to the exclusion of the candidate.

## 6. SELECTION BODY

The Selection Body shall be comprised of a chairperson and two members who will be identified in each of the vacancy announcement published in accordance with these specifications.

The Selection Body may arrange for specialist advisers to assist them in their work, for all or some of the stages of the selection process.

The Selection Body has the capacity to interpret the regulations governing this announcement of vacancies and shall decide on any incidents that may arise over the course of the selection processes, providing due justification for its decisions.

The Selection Body shall ensure the strict compliance with the principle of equal opportunities between both genders, in accordance with the FUNDECYT-PCTEX equality plan.

## 7. ADMISSION OF APPLICANTS

After the period for submission of applications, the Selection Body will analyze the applications submitted in order to determine which candidates are admitted or excluded from participation in the selection process, according to the fulfillment of the minimum requisites and those laid down in the description of the post they are applying for.

University qualifications be officially recognized by the Ministry of Education and Vocational Training.

In cases of qualifications obtained abroad, applicants must prove that they are in possession of the corresponding validation, credential accrediting recognition, if applicable, or certificate of equivalency at the academic level of Doctor issued by the awarding university. This requisite shall not be applicable for applicants who have obtained recognition of their professional qualification in the area of regulated professions, under the Provisions of Community Law. In the event that the qualification is not validated, or equivalency has not been declared or recognized by the end date of the submission period, this requisite may be replaced by that of accrediting initiation of the process of validation or declaration of equivalency or recognition, provided the qualification is presumed to be the equivalent of that required in the vacancy announcement by the selection body. In this case the contract would be rescinded if the competent authority refuses validation, equivalency or recognition.

Once the applications have been examined, the Selection Body will publish a **provisional list of persons admitted to and excluded from participation in the selection process** according to the fulfillment of the requisites established in the description of the post they apply to. If applicable, the reasons for exclusion will appear in this list. This list will be published on the FUNDECYT-PCTEX website.

Any applicants who are expressly excluded, or who do not appear on the provisional list, will have a period of three working days, counted from the day after publication of said list, to rectify the fault that has led to their being excluded or not expressly included.

After the rectification period, the **definitive list of applicants admitted and excluded from the selection process will be published.**

All of the applicants on the list, and the date on which the tests will be held during the selection process, will be published on the websites of FUNDECYT-PCTEX and the Iberian Energy Storage Research Center.

## 8. PROGRESS OF THE SELECTION PROCESS

The selection process will progress as follows:

### 1. Phase for evaluation of merits and resume (**competition**).

The Selection Body will undertake an evaluation of merits and resume of the application submitted by each candidate, taking into account the experience and merits, both professional and academic, that applicants have accredited in accordance, depending on their suitability for the job described. The maximum score will be 60 points.

After the evaluation of the candidates' alleged experience and merits, the Selection body will proceed to publish the scores obtained and the names of the people admitted to the next phase on the websites of FUNDECYT-PCTEX and the Iberian Energy Storage Research Center. Applicants who fail to obtain a minimum score of 30 points will be excluded.

### 2. Interview phase (**examination**).

This phase shall consist of a practical oral test during which the Selection Body will verify, assess

and determine the following aspects in relation to the duties inherent in the post to be filled, and in accordance with their criteria:

- a) the suitability of the candidate's knowledge, experience and other requisites demanded;
- b) the candidate's competence, aptitude and skills and abilities in the following fields: managerial, organizational, analytical, human team management, teamwork and communication;
- c) the suitability of the applicant's profile for the post to be filled;
- d) the candidate's interest in joining the organization and filling the role of the vacancy.

If applicable, the candidates will be summoned by telephone or by certifiable means, to set the date and time of the interview.

This phase will carry a maximum score of 40 points, and applicants who fail to obtain a minimum of 20 points will be excluded.

The final resolution of the process will be determined by the sum of the scores obtained in the two phases.

## 10. END OF THE SELECTION PROCESS

At the end of the selection process, the Selection Body will submit a proposal of the persons selected to cover the vacancies announced to the Managing Director, for approval. This will take the form of a record drafted for this purpose, submitted together with a list of the remaining candidates, in the appropriate order.

The Selection Body may also submit the record declaring the competitive examination process void (either in its entirety, or for some of the vacancies) for approval from the Managing Director, if, after the end of any of the phases of the selection process, it considers that none of the candidates have the ideal profile to cover the posts.

The Managing Director will publish the list of persons who have qualified for the posts to be filled on the websites of FUNDECYT-PCTEX and the Iberian Energy Storage Research Center, sorted from the highest to lowest score, as determined by the sum of the scores in each of the phases. Any persons excluded in any of the phases will not be included in the lists.

Any notification that the competitive examination process has been declared void will also be published on the websites of FUNDECYT-PCTEX and the CIIAE, if no candidates have the ideal profile to cover the post.

## 11. SUBMISSION OF DOCUMENTS AND ADJUDICATION

The candidates selected will be summoned to offer them their respective posts and inform them of the conditions of employment.

Before signing the contract, the person selected for each post must submit the following documents within a maximum period of five working days:

- a) Sworn declaration or promise that have not been removed, through disciplinary proceedings, from the services of any public authority, and are not fully or especially disqualified from holding public posts or positions by a judicial decision. In the case of candidates who are nationals of other states, as well as the declaration relating to the Spanish state, they must submit a sworn declaration or promise that they have not been disqualified from, or are not in an equivalent situation, or have not been subject to disciplinary sanctions or equivalent which prevents them from accessing public employment in their state, under the same terms as for those for access to public employment.
- b) Declaration that they do not perform any other public or private activity which may require prior authorization or recognition of compatibility.
- c) Affidavit of Liability that they have not been convicted by final judgment over the past five years in legal proceedings of any kind relating to economic and/or financial claims.
- d) Original documents of the photocopies submitted throughout the selection process, for comparison: Original certificate of the academic qualification required for awarding of the post (in the event that they do not have the certificate, a transcript may be submitted); originals of other qualifications, diplomas or certificates submitted.

In the event that the person selected fails to submit the documents listed in this specification within the maximum established period of five working days, the Selection Body will submit the proposal for adjudication of the post to the next candidate to the Managing Director, unless the delay was due to causes beyond the first candidate's control. From this moment on, the processes set forth in this section will be followed.

The Selection Body will act in the same way in the event of express renunciation of the person selected.

Finally, a medical report for new staff will be submitted stating that the selected person does not have any illnesses or physical or mental limitations that disqualify them from filling the post.

## 12.- SIGNING OF THE CONTRACT

The selected candidate will commence their duties in the post within the 30 calendar days after the formal summons by FUNDECYT-PCTEX.

The legal regimen for the position that is the object of the selection process shall have the characteristics, nature and scope expressed in these specifications.

## 13.- DATA PROTECTION



In compliance with the provisions of Organic Law 3/2018, of December 5, on the Protection of Personal Data and Guarantee of Digital Rights, FUNDECYT-PCTEX communicates that the personal data candidates provide us with by sending in their application, as well as any that may be generated as a consequence of their participation in the selection processes, will be stored in a computer filed owned by FUNDECYT-PCTEX for the purpose of filling the vacancies announced.

Participation in the selection processes of FUNDECYT-PCTEX is voluntary, and as a result the communication of candidates' personal data to the Center is also voluntary. The Center understands that submission of a resume implies express consent to the processing of applicants' personal data for the purpose indicated. Notwithstanding this, since this processing is of a totally voluntary nature, candidates may oppose it at any time and withdraw the consent given, and exercise their rights of access, rectification and erasure by writing to FUNDECYT-PCTEX, Avenida de la Investigación, s/n, Edificio PCTEX, Campus de la Universidad de Extremadura, 06006 Badajoz, SPAIN, under the terms set forth in the applicable regulations.

In the event that candidates communicate data relating to their health and/or disability to us, in order to apply for the posts reserved for disabled persons by current legislation, they affirm that their declaration is voluntary and their express consent is understood as given for FUNDECYT-PCTEX to store the aforementioned data during the processing it is responsible for, with the aim of carrying out the tests and selection processes for this purpose.

At the end of the selection process, we will proceed to destroy all of the personal data, after expiration of the corresponding limitation periods for actions.

## 14.- PUBLICATION OF THE PROCESS

All notifications corresponding to this selection process will be published on the websites of FUNDECYT-PCTEX and the Iberian Energy Storage Research Center.

*The Authority or applicant: Luis Casas Luengo, Managing Director FUNDECYT-PCTEX*

*Signature: Badajoz, on the date of the electronic signature*