

JOB OFFER

Lleida Biomedical Research Institute is recruiting a:

- Scientific Deputy Director -

The Institute

The IRBLleida aims to promote, develop, transfer, manage and disseminate research excellence, scientific and technological knowledge, teaching and training in the field of life sciences and health. To this end, it promotes relations and the exchange of knowledge between the research staff and research groups belonging to the various centres and entities in the biomedical field, which operate mainly in the Lleida area; it promotes collaboration with other institutions and entities, prioritising the implementation of joint projects; it raises funds to finance research activities of excellence of interest to the aforementioned centres and devices; and it manages the research resources entrusted to it by the various institutions and entities that form part of it. Within the territorial environment, it collaborates closely with:

- The [University of Lleida](#) (UdL) includes researchers from the Faculties of Medicine and Nursing and Physiotherapy.
- The Catalan [Healthcare system](#) includes healthcare staff from:
 - [Catalan Health Institute \(ICS\)](#): [Arnau de Vilanova University Hospital](#) (HUAV), [the Lleida Primary Care and Community](#) and [Primary Care in the Alt Pirineu-Aran Health Region](#)
 - [Gestió de Serveis Sanitaris](#) (GSS): [Santa Maria University Hospital](#) (HUSM), [Pallars Regional Hospital](#) and [Mental Health](#), among others.

The IRBLleida is a [CERCA](#) institute with its own legal status: Fundació Institució dels Centres de Recerca de Catalunya (I-CERCA) de Catalunya, which is organised according to a model of good governance and operation that ensures efficiency, management flexibility, recruitment and promotion of talent, strategic planning and executive capacity. It is also a Health Research Institute (IIS) accredited by the [Carlos III Health Institute](#) and the Government of the Generalitat, as established by Law 16/2003, of 28 May, on the cohesion and quality of the national health system.

In December 2014, the Lleida Biomedical Research Institute's received the '[HR Excellence in Research](#)' logo from the European Commission. This is a recognition of the Institute's commitment to developing an HR Strategy for Researchers, designed to bring the practices and procedures in line with the principles of the [European Charter for Researchers](#) and the [Code of Conduct](#) for the Recruitment of Researchers (Charter and Code).

Please, [check out our Recruitment Policy](#)

Professional profile:

- Scientific Deputy Director

Must Have

- Master's degree and/or MBA in management, business management, leadership and team management or other specialised master's degrees.
- Doctorate in health sciences.

Main duties/responsibilities

The person selected will be appointed by the Board of Trustees on the proposal of the Scientific Director and will report to him/her. He/she will be responsible for directing and executing the following functions:

- Coordination and support for the development of the strategic plan, as well as key institutional initiatives and policies.
- Coordination of the internationalisation strategy and attraction of international competitive funding.
- Coordination and development of the innovation and transfer strategy.
- Coordination of the activity of the institution's Scientific-Technical Services and the attraction of resources for the improvement of the infrastructures necessary for their operation.
- Coordination of the scientific activities of the Institute's areas, groups and researchers.
- All those entrusted or delegated to it by the governing bodies of the Foundation.

Desirable but not required/ Nice to have

- Strategic vision and negotiation skills: Experience in multi-sector negotiations (public and private sector) and with internal and external clients.
- Tactical and operational skills: experience and ability to translate a strategic plan into a realistic and measurable tactical plan.
- Ability to plan and organise complex structures.
- Native level languages: Spanish, Catalan and English.

Experience and professional skills:

Research field:

- At least 10 years of professional experience in the field of biomedical research as Principal Investigator of competitive projects.
- Direction of at least 5 doctoral theses.
- Research stays in prestigious international research centres for a period of more than three years.

In the field of science management:

- Experience of more than two years in scientific management tasks in biomedical research centres.
- Professional experience leading cross-functional teams under pressure.
- Experience both in the field of attracting competitive national and international resources and in the management of the resources obtained.

The Offer – Working Conditions

- Type of contract: Indefinite with six months probationary period.
- Planned start date of the contract: Immediate.
- Workweek: 37.5 hours per week
- Remuneration according to experience, plus variable to be agreed according to the profile of the candidate and the productivity developed.

We provide a highly stimulating environment with state-of-the-art infrastructures. To check out our training and development portfolio, please visit our website in the [training section](#).

We offer and promote a diverse and inclusive environment and welcomes applicants regardless of age, disability, gender, nationality, race, religion or sexual orientation.

The IRBLleida is committed to reconcile a work and family life of its employees and are offering the possibility to benefit from flexible working hours.

Documents and application deadline:

All applications must include:

- A motivation letter.

- A complete CV including contact details and National Identity Document number.
- Provide 2-3 references to justify the required experience.
- Deadline: Please submit your application by 4th December 2021. Latest time for the submission of applications: 14:00 h - Europe/Brussels

Those interested can apply to the 042-21 job offer by filling out the form available at <https://www.irblleida.org/ca/job-application/> and attaching a CV and a cover letter.

Selection process schedule for reference 042-21	
15 days	Publication and dissemination of the job offer: IRBLeida website, social networks, other employment websites according to the features of the job offered
Next 2 working days	Transfer of the CVs to the Selection Committee
Next 5 working days	Meeting of the Selection Committee: <ul style="list-style-type: none"> - Interview of the pre-selected candidates - Evaluation of the candidates and meeting minutes certifying the candidate awarded with the position - Raising the proposal for appointment to the Board of Trustees
	Approval of the Board of Trustees
Next 5 working days	Completion of the paperwork required to formalize the employment contract
Immediate	Approximate contract starting date
Express selection process	
<p>When an employee must be replaced urgently, for instance, to cover a sick leave, scientific reasons justifying the incorporation on a specific day, specification in a resolution, etc., an express selection process could be undertaken.</p> <p>This selection process will follow the same procedure as the ordinary one, but the duration of several steps will be reduced, <i>i.e.</i> publication of the job offer, submission of applications, evaluation and selection process.</p>	

The contract will be in accordance with the provisions of article 15 of Royal Legislative Decree 1/1995, of 24 March, approving the text of the Workers' Statute Act, in accordance with the provisions of article 2 of Royal Decree 2720/98, of 18 December (B.O.E. of 8 January 1999), Law 12/2001, of 9 July (B.O.E. of 10 July) and concordant provisions.

The principle of equality between men and women is taken into account, in accordance with **Organic Law 3/2007, of 22 March**, for the effective equality of women and men.

The principle to equal opportunities and treatment, as well as the real and effective exercise of rights by people with disabilities on equal terms with other citizens, through the promotion of personal autonomy, universal accessibility, access to employment, inclusion in the community and independent living and the eradication of any form of discrimination, in accordance with **articles 9.2, 10, 14 and 49 of the Spanish Constitution** and the International Convention on the Rights of Persons with Disabilities and the international treaties and agreements ratified by Spain, in accordance with the provisions of **Royal Legislative Decree 1/2013, of 29 November**.

Informative clause for the processing of personal data

Responsible: Institut de Recerca Biomèdica de Lleida Fundació Dr. Pifarré

Purpose: Management of job offers.

Legitimation: The legal basis of the treatment is the completion of a selection process to fill a position.

Recipients: The data will not be transferred to third parties, except in the legal obligations set by law.

Rights: Access, rectification and deletion of data, as well as other rights, as explained in the additional information.

Additional information: Additional and detailed information on Data Protection can be found our website <http://www.irbleida.org/en/legal-notice/>

IRBLleida is committed to the principles of merit-based recruitment and transparency (OTM-R) in accordance with the HRS4R seal requirements.

ANNEX I: SELECTION COMMITTEE

PRESIDENT

- Institut de Recerca Biomèdica de Lleida Scientific Director
 - Diego Arango del Corro

CHAIRS

- IRBLeida Researcher
 - Dr. Joaquim Ros
- IRBLeida manager
 - Sr. Joan Vives

SECRETARY

- IRBLeida HR Manager
 - Elena Moscatel Mendelsohn

ANNEX II: SCORE OF MERITS

a) Academic curriculum and complementary training: academic record of the degree. 15 points.

Valued:

- Catalan equivalent level C2 5 points
- Spanish equivalent level C2 5 points
- English equivalent level C2 5 points

b) Certified professional experience. 60 points

Valued:

- At least 10 years of professional experience in the field of biomedical research as Principal Investigator of competitive projects 10 points
- Direction of at least 5 doctoral theses 5 points
- Research stays in prestigious international research centres for a period of more than three years 5 points
- More than two years' experience in scientific management tasks in biomedical research centres 10 points
- Professional experience in leading cross-functional teams under pressure 10 points
- Experience both in attracting competitive national and international resources and in managing the resources obtained 10 points
- Experience in negotiations with multiple sectors (public and private sector) and with internal and external customers 5 points
- Experience and ability to translate a strategic plan into a realistic and measurable tactical plan 5 points

c) Competency test or interview.

25 points

