JOB OFFER

Lleida Biomedical Research Institute is recruiting a:

- Technological staff for the Cytometry Scientific-Technical Service -

The selective process is announced for the coverage of 1 position with **code 100006TG10** in the INSTITUTO DE INVESTIGACIÓN BIOMÉDICA DE LLEIDA (IRBLleida) to support research, within the **Investigo Program. Mechanism of Recovery and Resilience, with file code 2022 INV-1 00006, funded by the European Union, Next Generation EU,** and to participate in the activities of the Cytometry Scientific-Technical Service.

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:

  o 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

  o Gestió de Serveis Sanitaris (GSS): Santa María 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:

- Senior Research Technician G2.

Requirements (applications that do not comply with this point will be excluded):

- Degree or bachelor's degree related to life and health sciences (biology, biomedicine, biotechnology, etc.).
- Be 16 years of age or older and under 30 years of age.
- Only unemployed people registered as job seekers in the public employment service of Catalonia can be hired.
- Young people who have held any type of research position in the same entity, company or group of companies within the immediately preceding 6 months cannot be hired.

These requirements must be met at the beginning of participation in the program.

Context and tasks to be developed:

The Scientific-Technical Service of Flow Cytometry currently has a FACS-Canto II digital analyser cytometer (from Becton Dickinson) with 3 lasers in a 4-2-2 configuration, which allows up to 8 different colours to be analysed. The cytometer is equipped with a computer to control the operation, which is installed with the analysis software FacsDiva

v. 6.1.3. An automatic magnetic cell separator, AutoMACS Pro (Miltenyi Biotec) in a class II biosafety cabinet is also available.

In addition, the service also has additional software for different applications such as ModFit LT for cell cycle analysis, FCAP Array for CBA experiments (from BD) and two licences of the FlowLogic cytometry file analysis software (Inivai). Other equipment available to the Cytometry Service includes: 4 °C refrigerator, vortex, a set of micropipettes, printer, stand-alone computer for data analysis once acquired.

The applications currently offered by this service are studies of cell cycle, oxidative stress (different fluorescent probes), immunophenotipage, apoptosis (annexin V, caspase 6, phosphorylated histone H3, etc.), cytokine concentration analysis using cytometric bead array (CBA from BD, Legendplex from Biolegend, etc.), among others.

In this context, the activities to be carried out by the person recruited will consist of:
- Management and maintenance of the Service's equipment.
- Support in laboratory management (orders, invoicing, protocols).
- Training new users in the use of the service's equipment.
- Preparation of samples for flow cytometry experiments: samples from patients, or from stabled animals or cell cultures.
- Tasks related to biosafety, good laboratory practices, creation of standard operating procedures and technical instructions for the different equipment and protocols used in the laboratory.

This hiring will be carried out with funding from the "Investigo Program", for the hiring of young job seekers to carry out research and innovation initiatives, within the framework of the Recovery, Transformation and Resilience Plan**, financed by the European Union - NextGenerationUE** and constitutes an action included in Investment 1, "Youth Employment", included in Component 23 "New public policies for a dynamic, resilient and inclusive labor market" of the Recovery, Transformation and Resilience Plan, approved by Agreement of the Council of Ministers of April 27, 2021, and by the Council Implementing Decision on the approval of the evaluation of the Spanish recovery and resilience plan (Council Implementing Decision-CID) of July 13, 2021.

Desirable but not required/ Nice to have

- Demonstrable experience in laboratory work: knowledge of cell culture, haematology, sample preparation for flow cytometry, etc.

- Demonstrable experience in flow cytometry: knowledge of both sample acquisition in flow cytometers and cell separators.
- Good level of spoken and written English (minimum B2).
- Animal handling qualification.
- Master's degree related to biomedicine or biomedical research.
- Knowledge in the use of cytometry data acquisition and analysis software.
- Knowledge of biological risk assessment, occupational hazards, biosafety, etc.
- Knowledge of ISO9001 standards.
- Knowledge of optical and/or electron microscopy.

The Offer – Working Conditions

- Type of contract: Temporary.
- Planned start date: The contract must start at least one month after the end of the selection process and no later than December 31, 2022.
- Duration: 24 months.
- Workday: Full-time 37.5 hours per week
- Remuneration: 24.364,92 euros gross / year

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. In addition, as a result of different company agreements, the following improvements are recognized:

- Paid leave to go to the doctor for personal health reasons.
- Paid leave to accompany a first-degree relative under 18 years of age, over 70 years of age or with first-degree disability to the doctor.
- Holidays that coincide with Saturday or Sunday are moved to the Monday immediately following.
- A special 6-hour working day is established on Holy Thursday, April 23, June 23, December 24, December 31 and January 5.

Documents and application deadline:

All applications must include:

- Blind resume.
- Submit the Self-Responsible Declaration of Compliance with all InvestiGo program requirements.
- Deadline: Please submit your application by August 15, 2022. Latest time for the submission of applications: 14:00 h - Europe/Brussels

Those interested can apply to the 040-22 offer by filling out the form available at https://www.irblleida.org/ca/job-application-investigo/ and attaching a CV.

Selection process schedule for reference 040-22	
15 days	Publication and dissemination of the job offer: IRBLleida 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: - Interview of the pre-selected candidates - Evaluation of the candidates and meeting minutes certifying the candidate awarded with the position - Communication of the selected candidate to HR
Next 5 working days	Completion of the paperwork required to formalize the employment contract
Immediate	Approximate contract starting date
Express selection process	
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. This selection process will follow the same procedure as the ordinary one, but the duration of several steps will be reduced, *i.e.* publication of the job offer, submission of applications, evaluation and selection process.	

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. IRBLleida has an Equal Opportunity Plan for men and women and a Protocol for the prevention and eradication of sexual harassment.

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**.

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 Manager
  - Mrs. Eva López

CHAIRS

- IRBLleida researcher
  - Dr. Joan Verdaguer

- IRBLleida researcher
  - Dra. Conchi Mora

- Responsible for SCT Cytometry at IRBLleida
  - Dra. Anaïs Panosa

SECRETARY

- IRBLleida HR manager
  - Mrs. Elena Moscatel Mendelsohn

ANNEX II: SCALE OF MERITS

a) Academic curriculum and complementary training - 40 points.

Valued:

- Final grade of bachelor's degree — 25 points
  - >8: 25 points
  - Between 7 and 8: 10 points
  - <7: 5 points
- Official master's degree related to biomedicine or biomedical research — 5 points
- Level of English B2 or higher — 5 points
- Title on handling and use of experimental animals — 5 points

b) Certified professional experience - 40 points

- Experience in laboratory work (knowledge of cell culture, haematology, sample preparation for flow cytometry, etc.). — 10 points
- Demonstrable experience in flow cytometry — 5 points
- Expertise in both sample acquisition on flow cytometers and/or cell sorters — 10 points
- Knowledge in the use of cytometry data acquisition and analysis software. — 5 points
- Knowledge of biological risk assessment, occupational hazards, biosafety, etc. Knowledge of ISO9001 standards would be an asset — 5 points
- Knowledge of light and/or electron microscopy — 5 points

c) Competence test or interview – 20 points

The evaluation of curricula vitae and candidates must be carried out through the use of **blind curricula vitae**, which guarantees the principle of non-discrimination for any reason.

The anonymous or blind curriculum vitae suppresses most of the personal data and references in order to guarantee the principles of equality and non-discrimination, and at the same time focus on the central aspects, which must be none other than the adequacy between the selective process and the functions or tasks to be performed in the specific job offered, thus dispelling any doubt of possible discrimination and guaranteeing the purity and transparency of the process.

The personal data and references proposed to be deleted in the pre-presential phase (prior to the interview) in which the candidates are selected, are the following:

- Name and surname of the person
- NATIONALITY
- Nationality
- Photograph
- Address and place of residence
- Age
- Gender
- Center of issuance of the qualifications

This requirement not to provide this information is mandatory for candidates.

Once the candidates have been selected for the interview, they will be required to submit the necessary personal references and to provide proof of all data at the end of the selection process.

Applicants responsibly declare with their application that the information they provide is true. In the event that it is detected that these data are not true, the applicants will be excluded from the selection process, without prejudice to other responsibilities that may arise.

Informative clause of personal data processing.

Responsible: Biomedical Research Institute of Lleida Dr. Pifarré Foundation (IRBLleida).
Purpose: Management of job offers.
Legitimation: The legal basis of the treatment is the realization of a selection process to fill a job vacancy.
Addressees: The data will not be transferred to third parties, except in the legal obligations marked by law.
Rights: Access, rectify and delete data, as well as other rights, as explained in the additional information.
Additional information: You can consult additional and detailed information on Data Protection on our website http://www.irblleida.org/en/legal-notice/.

The data provided by applicants will be incorporated into the processing system owned by the IRBLleida with the aim of managing and resolving the selection process, and will be treated in a lawful, loyal, transparent, adequate, relevant, limited, accurate and updated, in compliance with the provisions of Regulation (EU) 2016/679 of the European Parliament and the Organic Law 3/2018, of December 5 (LOPDGDD). The legal basis for the processing of the data is the fulfillment of a legal obligation by the data controller reinforced with the consent of the data subject.

These data must be kept for the period of time strictly necessary to comply with the aforementioned purpose, respecting in any case that determined by the present regulatory bases of the call and the applicable archiving regulations.

The IRBLleida has to communicate the data of the beneficiaries of the contracts to the Agency for the Management of University and Research Grants so that it can exercise its power of management control as an entity attached to this Department.

Certain data may also be communicated to third parties in the public or private sphere, either because the intervention of these entities in the course of the aid management process may be necessary because it is correctly resolved, or because it is provided for in a regulation with the rank of law.

As long as the interested party does not communicate the contrary, it will be understood that its data have not been modified and that it undertakes to notify the IRBLleida of any variation.

Applicants and contracted persons may exercise their rights of access, rectification, limitation of processing, suppression, opposition to the processing of their data or exercise their right to portability by writing to IRBLleida (Avda. Rovira Roure, 80, 25198 Lleida), to the e-mail address protecciodedades@irblleida.cat or to the IRBLleida's Data Protection Delegate, dpd@ticsalutsocial.cat. It is necessary to attach a photocopy of the DNI or sign the e-mail with a recognized electronic signature. In case of disagreement with the processing, you also have the right to file a complaint with the Catalan Data Protection Authority.