

RESOLUTION OF 18 NOVEMBER 2020 ISSUED BY THE EXECUTIVE DIRECTOR OF THE ESS BILBAO CONSORTIUM TO APPROVE THE PUBLICATION OF A VACANCY FOR ONE (1) PROFESSIONAL POSITION WORKING FOR THE ESS BILBAO CONSORTIUM ON A SHORT-TERM CONTRACT

By virtue of the powers vested in the Executive Director of the ESS Bilbao Consortium in the area of personnel, and in line with Consortium Statutes governing the construction, equipping and exploitation of the Spanish headquarters of the European Spallation Source, published in the Official State Bulletin on 18 November 2011 by means of Resolution 45/2011 of 08 November, issued by the Secretary General for Government and Parliamentary Relations to authorise the publication of the Agreement adopted by the Governing Council on "Modifications to the Statutes of the Consortium registered as "ESS-Fuente Europea de Neutrones por Espalación" (Bilbao European Spallation Source Bilbao) in the Official State Bulletin on 4 April 2012, by means of the Resolution of 1 March 2012, issued by the Secretary of State for Research, Development and Innovation.

In line with what is established in Spanish Royal Legislative Decree 5/2015, of 30 October, approving the consolidated text of the Law for the Basic Public Employment Statute, Law 30/1984 of 2 August, the Measures for the Reform of Public Works, the General Ruling on Income approved by Spanish Royal Decree 364/1995 of 10 March, the Resolution of the Secretary of State for Public Administration of 22 November 2001, the Combined Instruction of both the Secretary of State for Revenues and Finance and the Secretary of State for Public Works of 17 November 2010 and any other legislation which is applicable to this area, and following a favourable report produced by the General Committee for Public Works, this Organisation hereby agrees to launch this Call for Applications to employ a professional worker on a temporary basis; and to achieve this end, all of the provisions of the Call for Applications detailed below are granted approval.

This Call for Applications will always ensure compliance with the principles of free concurrence, equality, merit, capacity and openness. It will be governed by the principle of equal opportunities for women and men in terms of employment access in line with Article 14 of the Spanish Constitution, Constitutional Law 3/2007 of 22 March for Effective Equality between Women and Men and the Agreement of the Council of Ministers announced on 20 November 2015 leading to the approval of Plan II for Effective Equality between Women and Men in the General State Administration and its Public Organisations.

This Call for Applications and all acts deriving from it will at least be published on the ESS Bilbao website, <http://www.essbilbao.org> and on the ESS Bilbao notice board.

SELECTION REQUIREMENTS

1.- General Provisions

Approval is granted for the launch of a new Selection Process offering a short-term contract to cover the vacancy described in Annex II of this Call for Applications.

1.1-Number of Positions: 1 – **Code Ref.2002 Researcher Neutron Instrumentation**

1.2.-Academic Qualifications: **Ph D in Science (Physics or Chemistry) / MS Physics or Chemistry / MS Electronics Engineering or similar**

1.3.- Budgetary Allocation: Contracting costs will be registered within the 2020 QUOTA, specifically the financial allocation set aside for contracting new staff in the ESS Bilbao annual budget for 2020.

1.4.- Duration: Contract for Project Work or Services. The estimated duration of the contract is set out in Annex II. The validity of this contract will at all times be expressly dependent upon the continued activity of the ESS Bilbao Consortium which issued it and it will become null and void at the same time that the Consortium ceases its activity should this eventuality occur prior to the date estimated.

1.5 The Project associated with this Call for Applications is described in Annex II. Under no circumstances may any resulting contract be used to cover the undertaking of other projects which are not detailed in this Call for Applications.

1.6 Apart from the conclusion of the specified contract period, this contract may be terminated as a result of the early completion of the Project; its cancellation due to lack of financing; or failure to successfully complete the trial period.

1.7 The rules governing incompatibility for this position are the general provisions set out in Law 53/1984 of 26 December, relating to Incompatibilities for Service Personnel in Public Entities.

1.8.- The Selection Process will be carried out following the open public offer system, as specified in Annex I.

1.9.- A description of the functions to be covered by the successful candidate who finally signs the contract is included in Annex II of this Call for Applications.

1.10.- Once the Selection Process has been concluded, an applicant who has provided verifiable evidence of their capacity to complete the process and meet all of the requirements of the position will be recruited under a Works and Services Contract.

2.- Candidate Requirements

2.1.- In order to be eligible for the Selection Process, candidates must meet all of the participation requirements set out below, from the closing date for applications until the date when the contract is terminated:

2.1.1.- Nationality:

- a) Full Spanish Citizenship.
- b) Citizenship of one of the current member states of the European Union.
- c) Spouses of Spanish citizens and of citizens of other European Union member states, regardless of their nationality, provided that they are not legally separated, and their descendants and those of their spouses, provided that they are not legally separated, while they are younger than 21 years of age or beyond that age but still dependent and living under their supervision.
- d) Anyone included within the scope of any International Treaties agreed upon by the European Union and ratified by Spain which pertain to the free movement of workers.
- e) Any foreign nationals who, while not belonging to any of the categories mentioned above, are nonetheless in current possession of legal resident status in Spain.

2.1.2.- Age: Must be at least sixteen (16) years old and must not have passed the legal maximum retirement age where applicable.

2.1.3.- Qualifications: Must be in current possession of the certification specified in Annex IV, or on course to obtain it prior to the closing date for applications. Candidates whose qualifications have been obtained overseas must declare themselves to be in possession of the corresponding equivalence certificate for their qualification, or some other form of accreditation where applicable, to validate their claim to the qualification. This requirement does not apply to candidates whose professional qualifications have been officially recognised while working in one of the professions that are regulated under the provisions of Community Law.

2.1.4.- Must be in possession of the functional capacity required to perform the duties of the position.

2.1.5.- Security Clearance: Must not have been dismissed from service by means of a disciplinary hearing in any Public Administrative, Constitutional or Statutory Entity within any of Spain's Autonomous Regions. Must not be under general or specific disqualification from holding public office either due to a legal ruling or in the case of workers, because the position involves functions similar to those which the candidate has previously been banned or disqualified from doing. In the case of citizens of other countries, these must not have been disqualified or subject to equivalent sanctions and must not have been subject to any disciplinary action or its equivalent which would likewise impede their access to public sector work in their own country.

3.- Applications

3.1.- Anyone who wishes to take part in this Selection Process should complete the form contained in **Annex IV** of this Call for Applications, which is available at the ESS BILBAO website: <http://www.essbilbao.org>, (<https://www.essbilbao.org/about-us/job-offers>).

3.2.- Applications should be sent to the central offices of ESS Bilbao (Parque Tecnológico de Bizkaia, C/Laida Bidea, 207B, semisótano2 Derio 48160, Spain), following the format set out in Article 16.4 of Law 39/2015 of 1 October governing the Common Administrative Procedure for Public Entities, within **a maximum of thirty (30) working days** counting from the day after the publication of this Call for Applications. They should be addressed to the Department of Human resources at ESS Bilbao.

Alternatively, applications may also be sent directly by e-mail with all of the corresponding documentation attached to: rrhh@essbilbao.org.

When the application is made, a designated e-mail address should be provided for the purposes of any communications and/or requirements that may arise and this will be considered as valid for official notification purposes.

Any electronic documents which accompany the application must be provided in pdf format and must not exceed a maximum size of 10 Mb for each file. To facilitate presentation, scanned files may be sent provided that their legibility is guaranteed and on condition that the minimum spatial resolution level for the final image is at least 200 PPI.

The Application Form may be signed electronically, with the applicant declaring that there is certain data contained in it, and that this data meets all of the conditions set out in the Call for Applications with a commitment to provide documentary evidence on request of any information contained in the application.

3.3.- Any applications which are sent via a State Post Office must be produced in an unsealed envelope so that they can be stamped and dated by the Post Office Worker before being despatched by registered post.

Failure to deliver the application on time will result in the disqualification of the applicant.

3.4.- Every application must be accompanied by:

3.4.1.- Photocopy of the national identity document, passport or residence permit of the candidates.

3.4.2.- Photocopies of the qualifications set out in Annex II as access requirements for the position being applied for. Applicants whose qualifications have been obtained

overseas must provide a copy of the corresponding equivalence certificate for their qualification, or some other form of accreditation where applicable, to validate their claim to the qualification.

3.4.3.- Documentation to validate any merits which the candidate wishes to have assessed during the process, as established in **Annex IV**, with specific relevance to the required merits being demonstrated, all of which are listed in Annex I.

Any merits presented must be fully valid and current at the closing date for applications and must be correctly documented before they can be assessed.

3.4.4.- A copy of the candidate's Curriculum Vitae.

3.4.5.- Any candidates with a registered degree of disability equal to or greater than 33% who require adjustments to time limits and/or resources must attach the Medical Ruling issued by the Technical Evaluation Organisation that originally determined the degree of disability.

3.4.6.- Documentation to validate nationality is not required from those covered by the exemptions in Section 2.1.1.a), or from any foreigners with resident status in Spain included in Section 2.1.1.b). All other candidates must send their applications with an attached document to validate the information that they provide.

Once the assessment process has been completed, candidates who have not been selected have a period of up to one (1) year to request the return of all or part of the documentation presented. Once this period has expired, any documentation that has not been claimed by the interested party will be destroyed by the ESS Bilbao Consortium.

3.5.- Any factual, material, or mathematical errors which may appear in the application can be amended at any time, ex officio or on request of the interested party.

4.- Admission of Applicants to the Process

4.1.- Once the closing date for applications has passed, the selection body will publish its findings and approve the candidate admission and exclusion lists. When these findings are published, which will occur at least through announcements on the notice board at ESS Bilbao Consortium headquarters and on the web site <http://www.essbilbao.org>, a maximum **period of five (5) working days** will be announced, counting from the day of publication, during which candidates can rectify any faults which may have led to their exclusion or omission from these lists.

Under no circumstances may this period be used to expand, complete or modify the documentation originally provided with the initial application, although it may be used to edit correctable errors in documentation that has been sent by the candidate within the rectification deadline period.

4.2.- At the end of this period of **five (5) working days**, any modifications that may have been made must be announced using the same channels through which they were

originally presented: on the notice board at ESS Bilbao Consortium headquarters and on the web site <http://www.essbilbao.org>.

5.- Selection Committee

5.1.- Details of the Committee in charge of assessment for this Selection Process are provided in Annex III of this Call for Applications.

5.2.- In accordance with Article 14 of the Spanish Constitution, the Selection Committee will demonstrate strict compliance at all times with the principles of equal opportunities between sexes.

5.3.- The Operating Procedure for the Selection Committee will strictly conform at all times to the stipulations of Law 39/2015 of 1 October establishing the Common Administrative Procedure for Public Entities, as well as any other current requirements.

5.4.- The Selection Committee is authorised to perform the assessment, verification and resolution of any incidents that may occur during the process, adapting their judgements accordingly whenever they consider it appropriate.

5.5.- All members of the Selection Body must abstain from any involvement in any of the activities listed in Article 23 of Law 40/2015 of 1 October, establishing the Judicial Regimen for the Public Sector.

5.6.- Candidates may challenge any decision taken by the members of Selection Committees in the case of any of the circumstances described in Article 23 of Law 40/2015 of 1 October, establishing the Judicial Regimen for the Public Sector.

5.7.- For the purposes of communications and other matters, the Selection Committee will be based at the address contained in Annex III.

6.- Development of Selection Process

6.1.- The first phase consists of a merit assessment based on the documentation provided and in line with Annex I and Annex V. Once the first phase is complete, the Selection Committee will publish a report containing their provisional merit assessment for Phase 1 of the process, with a breakdown of the scores obtained, using the same channels that were used to announce the admissions lists: on <http://www.essbilbao.org> and on the notice board at ESS Bilbao headquarters. Applicants will then have a maximum of **five (5) working days** counting from the day after publication of the report in which to lodge any appeals. Once this period has expired, the Selection Committee will publish a report containing the final evaluation with the names of all those candidates who have achieved the minimum level required to pass this phase.

6.2.- The second phase consists of a personal interview held by the Selection Committee with each of the candidates who pass the first phase. Once every phase of the process has been completed, the Selection Committee will similarly publish a report containing their provisional final assessment, with breakdowns of the scores achieved in each phase and an overall points total, using the same channels that were used to announce the admissions lists: on <http://www.essbilbao.org> and on the notice board at ESS Bilbao headquarters. Applicants will then have a maximum of **five (5) working days** counting from the day after publication of the report in which to lodge any appeals. Once this period has expired, the Selection Committee will publish a report containing their final assessment of the process.

6.3.- At any time during the Selection Process, the Selection Committee may require applicants to provide validation of their identity. Furthermore, if at any point it should be brought to the attention of the corresponding Selection Committee that any of the candidates fails to meet any of the requirements stipulated in the Call for Applications, they may, after a meeting with the interested party, propose to those in charge of launching the vacancy that they be excluded from the process.

7.- Completion of Selection Process

7.1.- Once the process is complete, the President of the Selection Committee will send on to those in charge of launching the vacancy a list of all candidates who have achieved at least the minimum level required to pass the Selection Process, listed according to their scores.

This report will be published using the same channels that were used to announce the admissions and exclusions lists and in the headquarters of the Selection Committee, as well as in any other places which may be deemed appropriate, with candidates selected from the top of the list downward by score to the number corresponding to the number of positions on offer. These candidates then have a maximum of **five (5) working days** to present the original accreditive documentation to validate their compliance with the requirements set out in the Call for Applications.

7.2.- Once the Selection Process has concluded, the selected applicants have a maximum of **five (5) working days** counting from the day after publication of the results of the Selection Process to send written acceptance of the position on offer. Where possible, contracts will be signed within a maximum period of one (1) month following receipt of written acceptance of the position.

7.3.- The number of contracts finally signed may not exceed the number of positions announced in the Call.

7.4.- The candidate who is finally contracted will have to complete a six-month trial period. Once this period is over, if the contracted candidate has not passed it successfully according to the report written by the supervisor of the relevant unit, the Consortium will proceed to rescind the contract.

7.5.- In cases where the first-choice candidate fails to present the necessary documentation within the stipulated period, fails to meet any of the requirements or rejects the position on offer, the position will pass to the next candidate in the list described in Point 7.1.

7.6.- If, once the contract has been signed, any of the workers goes absent during the trial period, or if the certification issued by the supervisor of the relevant unit relating to the correct performance of functions during the trial period is unfavourable, the next candidate on the list referred to in Point 7.1 may be contracted as a substitute provided that all of the required authorisations are still within their term of validity.

7.7.- The list referred to in Point 7.1 may likewise be used to contract candidates for other positions or Calls for Applications in which the necessary profiles and requirements are identical to those needed for this one, where an urgent need has arisen and where the expected duration of the project in question is less than that which remains to be completed on the project which forms the basis for this Call for Applications.

7.8.- The validity of the list referred to in Point 7.1 is of a duration of twelve (12) months counted from its date of publication. In cases where, in compliance with Point 7.7, this list is used to cover positions in other research projects outside the scope of this Call for Applications, its validity will likewise be of a duration of twelve (12) months counted from its date of publication.

8.- Final Rule

This Selection Process is subject to Spanish Royal Legislative Decree 5/2015 of 30 October, approving the consolidated text of the Law for the Basic Public Employment Statute; to any applicable clauses of Law 30/1984 of 2 August, the Measures for the Reform of Public Works; to any applicable collective bargaining agreements which may be in force and to any other legislation which may apply to the activities and processes described in this Resolution.

An appeal to review any of the content of this Call for Applications may be lodged in protest and filed against the Executive Director of ESS Bilbao within a maximum of two months following its publication. Likewise a Request for Judicial Review may also be lodged within a maximum of two months in the Contentious-Administrative Law Court of Bilbao, Spain, in compliance with Law 39/2015 of 1 October establishing the



Common Administrative Procedure for Public Entities, and with Law 29/1998 of 13 July regulating Contentious-Administrative Jurisdiction, which states that in cases where an appeal for review is filed, no Request for Judicial Review may be lodged until the first case has been expressly resolved or it can be presumed to have been dismissed from court.

In like manner, the Public Administration may review the findings of the Committee in accordance with the specifications of the aforementioned Law 39/2015 of 1 October.

THE EXECUTIVE DIRECTOR OF ESS BILBAO

Mario Pérez López

ANNEX I. DESCRIPTION OF THE SELECTION PROCESS.

The Selection Process will be based on a system of merits which will be given scores totalling a **maximum of 100 points**. All the Merits detailed below must be directly relevant to the functions and duties to be performed in the position to be covered and must be validated at the time when the application period finishes. They consist of:

FIRST PHASE: MERITS (50 points)

1 Professional Merits: Up to a maximum of 40 points.

1.a- Professional experience in positions of similar responsibility and, where relevant, specialty or principal activity, with similar functions and duties to those assigned to the position being applied for.

Maximum Score: **40 points**.

Weighting: Up to 10 points for each full year of experience.

Accreditation: Certificate issued by the corresponding Personnel Unit, in the case of experience acquired in Public Administration, or a photocopy of the employment or works contract and an employment history certificate issued by the Social Security Department, for other cases. In cases where professional experience has been acquired while working on a freelance basis, the copies of contracts required in other cases may be substituted with copies of the service contract or contracts that relate to the experience in question.

2 Training Merits: Up to a maximum of 10 points.

2.a Masters or other qualifications related to the functions of the position being applied for.

Maximum Score: **4 points**.

Weighting: 4 points for each accredited qualification.

Accreditation: Photocopy of Degree or other certificates.

2.b Courses or publications related to the functions of the position being applied for.

Maximum Score: **3 points**.

Weighting: 1 points each course or seminar given and 0.5 point per course or seminar received. 1.5 points for each Scientific Publication related to the functions of

the position.

Accreditation: Photocopy of certificates or other documentation including that of any publications.

2.c Languages.

Maximum Score: **3 points.**

Weighting System: English: 2 points for First Certificate/B2 or higher; Euskara: 1 point for Profile 2 IVAP/B2 in HABE

PHASE I: Phase I is successfully completed by all those who reach/achieve a minimum score of 25 points

SECOND PHASE: PERSONAL INTERVIEW

Maximum Score: **50 points.**

In order to successfully pass the final process, candidates must obtain a total score for both phases (**Phase I + Phase II**) of **50 points.**

The specific system for assessment is set out in Annex V under the heading **Assessment Criteria**

In the case of a draw, the order of precedence will be established according to the following criteria:

- 1- Number of days of professional experience working in positions of equal or higher responsibility and, where relevant, specialty or principal activity, with similar functions and duties to those assigned to the position being applied for.
- 2- Degrees or, where relevant, master's degrees related to the functions of the position.

ANNEX II

Details of Position.

Research Project: ESS Bilbao Consortium

Department: Instruments Division

Duration of Contract: Determined by works and services related to the activity of the Consortium

Trial Period: 6 months

POSITION CODE	LOCATION	TRAINING REQUIREMENTS	FUNCTIONS
REF. 2002	The position will principally be based in Bilbao but may also require the provision of services in any of the facilities of ESS-Bilbao. It may also require availability to spend long periods of time working in Sweden.	Ph D in Science (Physics or Chemistry) / MS Physics or Chemistry / MS Electronics Engineering or similar	<p>He/she will be part of a multidisciplinary team in charge of developing components and systems for the ESS Bilbao test facilities and the in-kind contribution to the European Spallation Neutron Source (ESS), located in Lund (Sweden).</p> <p>Scientist / Engineer specialized in the development and set up of neutron detectors</p> <p>Development and set up of neutron instrumentation (neutron optics)</p> <p>Experiments with radiation sources, including experimental campaigns in neutron facilities</p> <p>Participation in international projects in the field of large scientific facilities</p> <p>Integration with other ESS ERIC projects and interface with ESS ERIC work groups</p>

ANNEX III. SELECTION COMMITTEE.

MAIN COMMITTEE

PRESIDENT: FIAMMA GARCIA-TORIELLO

SPOKESPERSON 1: FELIX JIMENEZ VILLACORTA

SPOKESPERSON 2: IDOIA MAZQUIARÁN

SPOKESPERSON 3: SIRA CORDON EZQUERRO

SECRETARY: ROBERTO PANIAGUA PERSONA

SUBSTITUTE MEMBERS

PRESIDENT: SIRA CORDON EZQUERRO

SPOKESPERSON 1: JORGE GONZÁLEZ

SPOKESPERSON 2: IBON BUSTINDUY

SPOKESPERSON 3: OCTAVIO GONZÁLEZ DEL MORAL

SECRETARY: JAVIER LOSADA

COMMITTEE LOCATION

HEADQUARTERS: ESS BILBAO CONSORTIUM

ADDRESS: Parque Tecnológico de Bizkaia, C/ Laida Bidea, 207 B
semisótano 2 Derio 48160, Spain

TELEPHONE: 94 607 66 20

E-MAIL: rrhh@essbilbao.org



ANNEX IV. APPLICATION FORM

PERSONAL DETAILS

FAMILY NAME(S):	
FIRST NAME(S):	ID/PASSPORT NO: GENDER:
STREET: NUMBER: FLAT: POST CODE:	
TELEPHONE: TOWN: PROVINCE: COUNTRY:	
DATE OF BIRTH: PLACE OF BIRTH: COUNTRY OF BIRTH:	
..... NATIONALITY: E-MAIL:	

SELECTION PROCESS

MINISTRY:	MINISTRY FOR SCIENCE, INNOVATION AND UNIVERSITIES
ENTITY:	ESS BILBAO CONSORTIUM
ADDRESS:	Parque Tecnológico de Bizkaia, C/ Laida Bidea, 207 B semisótano 2 Derio 48160
DATE OF ANNOUNCEMENT:	18 November 2020
REQUIRED TECHNICAL PROFILE:	RESEARCHER NEUTRON INSTRUMENTATION
POSITION CODE:	Ref. 2002

MINIMUM TRAINING REQUIREMENTS (Must be current and demonstrable at closing date for applications)

Ph D in Science (Physics or Chemistry) / MS Physics or Chemistry / MS Electronics Engineering or similar
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SKILLS

PROFESSIONAL SKILLS:		
EXPERIENCE IN POSITIONS OF SAME OR HIGHER RESPONSIBILITY WITH SIMILAR TASKS AND FUNCTIONS		
JOB TITLE	PUBLIC ENTITY OR COMPANY	PERIOD WORKED (YEARS, MONTHS, DAYS)
EXPERIENCE IN POSITIONS OF LOWER RESPONSIBILITY WITH SIMILAR TASKS AND FUNCTIONS		
JOB TITLE	PUBLIC ENTITY OR COMPANY	PERIOD WORKED (YEARS, MONTHS, DAYS)
TRAINING MERITS:		
OTHER QUALIFICATIONS AND SPECIALISATIONS		
COURSES, SEMINARS, CONGRESSES, PUBLICATIONS		
MASTERS		
LANGUAGES		

Signed

In, on the day of, 20

Under the specifications of General EU Ruling 2016/679 on Personal Data Protection, we require your consent to allow the ESS Bilbao Consortium to use the personal data that you provide as part of this Call for Applications with the sole aim of processing your application. The data requested is only that which is strictly necessary to correctly identify the person making the application and follow the necessary procedures for management and distribution of the information processed as part of this Selection Process. It will be deleted once the process has finished. As stated in this Ruling, you may at any time exercise your rights to access, rectify, suppress, limit or challenge the treatment and transmission of your personal data either by e-mail (rrhh@essbilbao.org) or by sending a letter (Parque Tecnológico de Bizkaia, C/ Laida Bidea, 207 B semisótano 2 Derio 48160, Spain), accompanied by a document to validate your identity (Passport/Identity Card). Through these channels you may withdraw your consent at any time without affecting in any way the treatment that the data has already received. You are fully entitled at all times to make a complaint regarding any aspect of this area to the Spanish Data Protection Agency.

ANNEX V. ASSESSMENT CRITERIA

CODE:	REF. 2002	
PROJECT	ESS Bilbao Consortium 2020 Quota	
POSITION:	Researcher Neutron Instrumentation	
POSITION REQUIREMENTS:	Ph D in Science (Physics or Chemistry) / MS Physics or Chemistry / MS Electronics Engineering or similar	
FUNCTIONS & DUTIES		
1	Scientist / Engineer specialized in the development and set up of neutron detectors	
2	Development and set up of neutron instrumentation (neutron optics)	
3	Experiments with radiation sources, including experimental campaigns in neutron facilities	
4	Participation in international projects in the field of large scientific facilities	
5	Integration with other ESS ERIC projects and interface with ESS ERIC work groups	
PHASE I MERITS (Maximum: 50 points)		
1 PROFESSIONAL MERITS (Maximum: 40 points)		
1A.: (Experience /knowledge gained at equal or higher levels)		%
1	Experience as staff or internship/stay in large scientific facilities, preferable neutron sources	30%
2	Experience in national and international research institutions	10%
3	Experience in operation of radiation detection equipment (neutrons, high-energy photons) as well as scientific instrumentation (neutron optics, motion control...)	20%
4	Development of scientific instrumentation, prototypes...	20%
5	Insight into neutronics and neutron scattering, including data treatment, will be considered	20%
2. TRAINING MERITS (Maximum: 10 points)		
REQUIRED QUALIFICATION (Certificate / Academic Diploma)		
Ph D in Science (Physics or Chemistry) / MS Physics or Chemistry / MS Electronics Engineering or similar		
2A MASTERS / OTHER QUALIFICATIONS (Maximum: 4 points)		
1	Master's in sciences, Electronics, Automation, Control and Robotics or other degrees related to the the position	
2B COURSES/PUBLICATIONS: (Related to the functions of the position) (Maximum: 3 points)		
1	Record of peer-reviewed publications in international journals	
2	Courses, certificates related to the position: neutron instrumentation	
2C LANGUAGES (Maximum: 3 points)		
1	Ingles: First Certificate/B2 or higher	
2	Euskera: Profile 2 in IVAP/B2 in HABE	
PHASE II		
INTERVIEW (Maximum: 50 de points)		