



## **RESOLUTION OF 09 JANUARY 2026 OF THE EXECUTIVE DIRECTOR OF ESS BILBAO CONSORTIUM, APPROVING THE PUBLIC CALL FOR THE PROVISION OF ONE (1) RESEARCH STAFF POSITION UNDER A PERMANENT EMPLOYMENT CONTRACT FOR THE ESS BILBAO CONSORTIUM**

By virtue of the powers in personnel matters held by the Executive Director of the ESS Bilbao Consortium, in accordance with the Statutes of the Consortium for the construction, equipment and operation of the Spanish headquarters of the European Spallation Source, published in the Official Gazette of the Basque Country (B.O.P.V.) on 18 November 2011 by Resolution 45/2011 of 8 November issued by the Director of the Secretariat of the Government and Relations with Parliament, providing for the publication of the Agreement adopted by the Council of Government on the "amendment of the Statutes of the ESS-European Spallation Source Consortium" (Bilbao European Spallation Source Bilbao), and in the Spanish Official State Gazette (B.O.E.) of 4 April 2012, by Resolution of 1 March 2012 of the Secretariat of State for Research, Development and Innovation.

Pursuant to the Resolution of 9 July 2024 of the Undersecretariat for Science, Innovation and Universities, whereby four research staff positions as permanent labour personnel are assigned to the ESS Bilbao Consortium, and in application of the provisions of Additional Provision Twenty-Third. One.2. of Law 31/2022 of 23 December on the General State Budget for the year 2023 and Article 20.2.3.H of the same, this body agrees to convene a selection process for the recruitment of research staff as permanent labour personnel, for which purpose the terms and conditions of the call are hereby approved as set out below. All of the above is in accordance with the Authorisation of contracts of 6 August 2024 issued by the Directorate General for the Civil Service (reference 240280).

This call shall in all cases guarantee compliance with the principles of open competition, equality, merit, capability and publicity, and shall take into account the principle of equal treatment between women and men with regard to access to employment, in accordance with Article 14 of the Spanish Constitution, Organic Law 3/2007 of 22 March on the effective equality of women and men, and the Council of Ministers Agreement of 20 November 2015 approving the Second Plan for the Effective Equality of Women and Men in the General State Administration and its Public Bodies.

Likewise, this call complies with the provisions of the Resolution of the Secretariat of State for the Civil Service of 11 April 2022 approving common performance criteria in the selection processes of entities in the state public sector, and fulfils the provisions of Royal Decree-Law 6/2023 of 19 December approving urgent measures for the implementation of the Recovery, Transformation and Resilience Plan in matters of





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public justice service, civil service, local regime and patronage.

This call and all acts deriving therefrom shall be published at least on the ESS Bilbao website (<http://www.essbilbao.org>) and on the ESS Bilbao notice board.





## TERMS OF THE CALL

### 1. General Provisions

A selection process is hereby convened for the provision, under a permanent employment contract, of the following research staff vacancy listed in Annex II of this call.

1.1 Number of positions: 1 – **Ref. 2513 – RESEARCHER NEUTRON INSTRUMENTATION**

1.2 Academic qualification: **PhD in Science (Physics or Chemistry) / MS Physics or Chemistry / MS Electronics Engineering or similar**

1.3 Budget allocation: One position budgeted based on the Resolution of 9 July 2024 of the Undersecretariat for Science, Innovation and Universities, assigning four research staff positions as permanent labour personnel to the ESS Bilbao Consortium.

1.4 Employment contract: Permanent. In all cases, the contract shall be expressly linked to the duration of the ESS Bilbao Consortium that supports it and shall expire with it.

1.5 The project associated with this call is defined in Annex II. Under no circumstances may the signed contract be used to carry out a project other than the one stated in this call.

1.6 Grounds for termination of the contract, in addition to those linked to the duration stated, shall include the early completion of the project, lack of funding, or failure to pass the probationary period.

1.7 The incompatibility regime applicable to the position shall be the general regime established in Law 53/1984 of 26 December on incompatibilities of public administration staff.

1.8 The selective process shall be conducted through the **merit-based selection procedure (competition)**, in accordance with the provisions set out in **Annex I**.

1.9 The description of the functions to be performed by the selected candidate is detailed in Annex II of this call.

1.10 The position will be located at the facilities of the ESS Bilbao Consortium in Zamudio.





1.11 Upon completion of the selective process, the successful candidate who has demonstrated compliance with the required eligibility criteria shall be hired under a **permanent employment contract**.

## 2. Eligibility Requirements

**2.1 In order to be admitted to the selective recruitment process, applicants must meet, by the closing date for the submission of applications and maintain until the time of execution of the employment contract, the following eligibility requirements:**

### 2.1.1 Nationality

- a) Spanish nationality.
- b) Nationality of any Member State of the European Union.
- c) Spouses of Spaniards and of nationals of other EU Member States, regardless of nationality, provided they are not legally separated, and their descendants and those of their spouse, also provided they are not legally separated, when they are under 21 years of age or over that age if dependent and living in their care.
- d) Persons included within the scope of international treaties concluded by the European Union and ratified by Spain, where the free movement of workers applies.
- e) Foreign nationals who, while not included in the preceding paragraphs, hold legal residence in Spain.

However, candidates who do not provide evidence of any of these circumstances with their application may still be admitted to the process, bearing in mind that if selected, they will only be able to sign the contract if they provide the required documentation to reside and work in Spain.

### 2.1.2 Age

Must be at least 16 years old and not exceed the maximum mandatory retirement age, where applicable.

### 2.1.3 Qualifications

Must hold, or be in a position to obtain, the qualification indicated in Annex IV before the end of the application period. Candidates whose qualifications were obtained abroad must provide evidence of equivalence certification or, where appropriate, official recognition/homologation. This requirement shall not apply to candidates who have





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obtained recognition of their professional qualification in the field of regulated professions under EU law.

2.1.4 Must have the functional capacity required to perform the tasks.

2.1.5 Eligibility

Must not have been dismissed through disciplinary proceedings from any Public Administration or constitutional/statutory bodies of the Autonomous Communities, nor be disqualified—absolutely or specially—from public employment or office by final court decision, nor barred from performing similar duties to those previously carried out. In the case of nationals of another State, they must not be disqualified or in an equivalent situation, nor have been subject to disciplinary sanction or equivalent preventing access to public employment in their State under the same terms.

### **3.- Applications**

3.1.- Those wishing to participate in this selection process must complete the application form provided as Annex IV to this call, which will be available at ESS Bilbao website, at <http://www.essbilbao.org> (<https://www.essbilbao.org/about-us/job-offers>), and must be submitted together with the documentation detailed in section 3.4.

3.2.- Applications shall be submitted at the headquarters of ESS Bilbao (Parque Tecnológico de Bizkaia, C/Laida Bidea, 207B, semi-basement 2, Derio 48160), in the manner established in Article 16.4 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations, within a period of **30 WORKING DAYS** counted from the day following the date of publication of this call, and shall be addressed to the Human Resources Department of ESS Bilbao.

Alternatively, applications and the documentation to be attached to each application may also be submitted by email to [rrhh@essbilbao.org](mailto:rrhh@essbilbao.org).

The application form must include the email address designated for the purpose of communication and/or requests that may be made, which shall in this case be considered valid for notification purposes.

The electronic documents accompanying the application must be provided in pdf format and must not exceed 10 Mb in size each. To facilitate submission, scanned files guaranteeing legibility may be sent, establishing that the spatial resolution level of the final image must be at least 200 dpi.

The application form may be electronically signed, whereby the applicant declares that the data stated therein are true, that they meet the conditions required in the call, and





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undertakes to provide documentary evidence of all the data included in the application.

3.3.- Applications submitted through Post Office branches must be placed in an open envelope so that they may be dated and stamped by the Post Office employee before being sent by registered mail.

Failure to submit the application within the required time and in the required manner will result in the applicant's exclusion.

3.4.- Each application must be accompanied by:

**3.4.1.- Photocopy of the candidates' National Identity Card, Passport, or Residence Permit.**

**3.4.2.- Photocopy of the academic qualification** required in Annex II to apply for the position. Applicants with qualifications obtained abroad must provide a copy of the corresponding certificate of equivalence of their degree, or the credential proving, where applicable, the official recognition of such studies.

**3.4.3.- Supporting documentation of the merits** that the candidate wishes to be assessed in the competitive phase as specified in Annex IV, in accordance with the merits that may be claimed and which are listed in Annex I.

The merits claimed must have been obtained by the deadline for submitting applications and must be duly documented in order to be assessed.

**3.4.4.- Candidate's curriculum vitae.**

3.4.5.- Applicants with a disability with a degree of disability equal to or greater than 33% who request an adaptation of time and/or resources must attach a Technical Medical Report issued by the Technical Assessment Body that determined the degree of disability.

3.4.6.- Those included in section 2.1.1.a), as well as foreign nationals residing in Spain included in section 2.1.1.b), are exempt from providing documentation proving nationality. All other candidates must attach to their application a document proving the conditions alleged.

Once the award has been made, applicants who have not been selected shall have a maximum period of one year to request the return of all or part of the documentation submitted. After this period has elapsed without being claimed by the interested party, it shall be destroyed by the ESS Bilbao Consortium.

3.5.- Any factual, material or arithmetic errors that may be detected in the application may be corrected at any time ex officio or at the request of the interested party.



#### 4.- Admission of applicants

4.1.- Once the application submission period has ended, the convening body shall issue a resolution approving the lists of admitted and excluded applicants. In said resolution, which must be published at least on the notice board at the headquarters of the ESS Bilbao Consortium and at <http://www.essbilbao.org>, a period of **five working days** counted from the day following its publication shall be established in order to correct the defect that led to their exclusion or omission from said lists.

Under no circumstances may this period be used to add, complete or modify the documentation submitted with the initial application, except for the documentation attached by the candidate within the correction period to remedy, where applicable, correctable defects.

4.2.- Once the aforementioned five working-day period has ended, and in the event that modifications have occurred, these shall be displayed in the same places as the initial lists, that is, at least on the notice board at the headquarters of the ESS Bilbao Consortium and at <http://www.essbilbao.org>.

#### 5.- Selection Board

5.1.- The Selection Board for this selection process is the one indicated in Annex III of this call.

5.2.- The Board, in accordance with Article 14 of the Spanish Constitution, shall ensure strict compliance with the principle of equal opportunities between women and men.

5.3.- The procedures governing the actions of the Selection Committee shall at all times comply with the provisions of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations, and with all other applicable regulations in force.

5.4.- The Board shall be responsible for considering, verifying and assessing any incidents that may arise during the development of the tests, adopting the reasoned decisions it deems appropriate.

5.5.- The members of the selection body must abstain from participating in the cases provided for in Article 23 of Law 40/2015, of 1 October, on the Legal Regime of the Public Sector.

5.6.- Likewise, applicants may challenge the members of the Boards when the circumstances provided for in Article 23 of Law 40/2015, of 1 October, on the Legal Regime of the Public Sector apply.

5.7.- For communication purposes and any other incidents, the Boards shall have their





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headquarters at the address indicated in Annex III.

## 6.- Development of the selection process

6.1.- The **first phase** shall consist of the **assessment of merits** according to the documentation submitted and in accordance with Annex I and Annex V. Once the first phase has concluded, the Board shall publish, in the place(s) where the lists of admitted applicants were displayed, at <http://www.essbilbao.org> and on the notice board at the headquarters of ESS Bilbao, the list containing the provisional assessment of merits of Phase 1 of the competitive process, indicating the score obtained in this phase. Applicants shall have a period of **five working days** from the day following the publication of said list to submit the relevant allegations. Once this period has ended, the Board shall publish the list with the final assessment indicating those applicants who have reached the minimum established to pass this phase.

6.2.- The **second phase** shall consist of a **personal interview** by the Selection Board with all candidates who have passed the first phase. Once all phases of the process have concluded, the Selection Board shall also publish, in the place(s) where the lists of admitted applicants were displayed, at <http://www.essbilbao.org> and on the notice board at the headquarters of ESS Bilbao, the list containing the provisional final assessment, indicating the score obtained in each phase and the total score. Applicants shall have a period of **five working days** from the day following the publication of said list to submit the relevant allegations. Once this period has ended, the Board shall publish the list with the final assessment of the competitive process.

6.3.- The Board may require, at any time during the selection process, proof of the applicants' identity. Likewise, if the relevant Board becomes aware that any applicant does not meet any of the requirements demanded in the call, after hearing the interested party it must propose their exclusion to the convening authority.

## 7.- Successful completion of the selection process

7.1.- Once the competitive process has ended, the Chair of the Board shall submit to the convening body the list of applicants who have obtained at least the minimum score required to pass the selection process, in order of score.

This list shall be published in the place(s) where the list of admitted and excluded applicants was published and at the headquarters of the Board, as well as in any other places deemed appropriate. The first applicants on the list, up to a maximum equal to the number of positions called, shall have a period of five working days to submit the original supporting documentation proving the requirements demanded in the call.

7.2.- Once the selection process has concluded, the selected applicants shall have a maximum period of five working days, counted from the day following the publication





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of the result of the selection process, to accept the job position in writing. Contracts shall be formalized, where possible, within a maximum period of one month counted from the date of acceptance of the position, except in those cases where such hiring may be conditional upon obtaining the reports and authorizations provided for in the applicable regulations.

7.3.- A greater number of contracts may not be formalized than the number of positions called.

7.4.- The hired applicant must complete a probationary period of 3 months. Once this period has ended, if the hired applicant does not pass it, according to a report prepared by the head of the competent unit, the contract shall be terminated.

7.5.- In the event that the proposed candidate does not submit the corresponding documentation within the established period, does not meet the required requirements, or resigns, the position shall be awarded to the next candidate on the list referred to in clause 7.1.

7.6.- If, once the contract has been formalized, any of the workers resigns during the probationary period or the certificate issued by the head of the competent unit regarding the correct performance of the job during the probationary period is unfavorable, they may be replaced by the next candidate on the list referred to in clause 7.1, provided that the validity period of the list, provided for in clause 7.8 below, has not been exceeded.

7.7.- Likewise, the list referred to in clause 7.1 may be used for hiring applicants for other positions and calls in which the profile and required requirements are identical to those required in the present call, provided there are reasons of urgency and the validity period of the list, provided for in clause 7.8 below, has not been exceeded.

7.8.- The validity of the list referred to in clause 7.1 shall be 12 months, counted from the date of its publication. When, in accordance with the provisions of clause 7.7, said list is used to fill positions in research projects other than that of the present call, its validity shall also be 12 months, counted from its publication.

## **8.- Maximum total duration of the selection process.**

The selection process for the position shall have a maximum duration of 8 months.

## **9.- Final provision**

The present selection process shall be governed by Royal Legislative Decree 5/2015, of 30 October, approving the consolidated text of the Basic Statute of Public Employees; the applicable provisions of Law 30/1984, of 2 August, on Measures for the Reform of the Civil Service; the collective agreement which, where applicable, may apply; the rest of the applicable legislation by reason of the subject matter; and the provisions of this





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resolution.

This Resolution approving this call exhausts the administrative procedure and may be challenged before the Social Jurisdiction within a period of two months counted from the day following its publication. Against the resolution of the Selection Body settling the process and against resolutions and administrative acts that determine the impossibility of continuing the process or that cause defencelessness or irreparable harm to rights or legitimate interests —which do not exhaust the administrative procedure— an appeal may be lodged before the Executive Director of the Consortium within a period of one month, counted from the day following its publication, in accordance with the provisions of Articles 121 and 122 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations, or any other appeal deemed appropriate.

## **THE EXECUTIVE DIRECTOR OF ESS BILBAO**

**Mario Pérez López**





## ANNEX I. DESCRIPTION OF THE SELECTION PROCESS.

The selection process shall consist of a merit-based competition in which, up to a maximum of **100 points**, the merits detailed below shall be assessed. Such merits must be related to the functions and tasks to be performed in the position advertised and must be held as of the deadline for submitting applications. These are as follows:

### FIRST PHASE: MERITS (50 points)

#### 1. Professional merits: up to a maximum of 40 points.

**1.a-** Professional experience in positions of a similar category and, where applicable, specialty or main activity, with functions and tasks similar to those assigned to the position being applied for.

**Maximum score:** 40 points.

**Scoring method:** up to 8 points for each full year of experience.

**Supporting documentation:** Employment history certificate ("certificación de vida laboral") issued by the General Treasury of the Social Security (Tesorería General de la Seguridad Social).

#### 2. Training merits: up to a maximum of 10 points.

**2.a-** PhD in an area related to the functions of the position being applied for.

**Maximum score:** 4 points.

**Scoring method:** 4 points for each accredited degree.

**Supporting documentation:** photocopy of the degrees or certificates.

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

**Maximum score:** 3 points.

**Scoring method:** 1 point for each course or seminar delivered and 1 point for each course or seminar attended; 1 point for each scientific publication related to the functions of the position.

**Supporting documentation:** photocopy of the degrees or certificates, as well as any publications.

**2.c** Languages.

**Maximum score:** 3 points.

**Scoring method:** English: 2 points for the First Certificate/B2 or higher; Basque (Euskera): 1 points for IVAP profile 2 / HABE B2.

**Supporting documentation:** photocopy of the degrees or certificates.

Applicants who obtain a **minimum score of 30 points** shall pass this first phase.





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## **SECOND PHASE: PERSONAL INTERVIEW**

### **Maximum score: 50 points.**

In order to pass the final process, it shall be necessary to obtain a total score from both phases (**Phase I + Phase II**) of **50 points**.

The details of the assessment shall be those identified in **Annex V**, entitled **Assessment Criteria**.

In the event of a tie, the order of precedence shall be established according to the following criteria:

Number of days of professional experience in positions of the same professional category or higher and, where applicable, specialty or main activity, with functions and tasks identical to those of the position being applied for.



**ANNEX II**

**Details of Position.**

Research Project: ESS Bilbao Consortium

Department: Instruments Division

Duration of the employment contract: Permanent. In all cases, the employment contract entered into shall be expressly linked to the duration of the ESS Bilbao Consortium that supports it and shall terminate upon its dissolution.

Trial Period: 3 months

MECES Level: M3/M4

<b>POSITION CODE</b>	<b>LOCATION</b>	<b>TRAINING REQUIREMENTS</b>	<b>FUNCTIONS</b>
REF. 2513	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 abroad.	Ph D in Science (Physics or Chemistry) / MS Physics or Chemistry / MS Electronics Engineering or similar	<p>Scientist / Engineer specialized in the development and set up of neutron detectors</p> <p>Part of a multidisciplinary team in charge of developing components for the ESS Bilbao test facilities and the in-kind contribution to the European Spallation Neutron Source (ESS), located in Lund (Sweden).</p> <p>Set up of neutron detection systems in the ESS Bilbao facilities.</p> <p>Performance of experiments with radiation sources, including experimental campaigns in neutron facilities</p> <p>Participation in international projects in the field of large scientific facilities</p>



## **ANEXO III. SELECTION BOARD.**

### **PRIMARY BOARD**

Chair: FIAMMA GARCÍA-TORIELLO. Head of Management Office.

Member 1: FELIX JIMENEZ. Head of Instruments Division.

Member 2: IBON BUSTINDUY. Head of Accelerator Division.

Member 3: ROBERTO MARTINEZ. Instruments Division Phd Physicist.

Member 4: SIRA CORDÓN. HR Department

Secretary: ROBERTO PANIAGUA. Finance Division member.

### **SUBSTITUTE BOARD**

Chair: SIRA CORDÓN HR Department.

Member: JOSÉ PEREIRA. Instruments Division Phd Physicist.

Secretary: ALAZNE EIZMENDI. Legal Department.

### **BOARD HEADQUARTERS**

Registered Office: CONSORCIO ESS BILBAO

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

Telephone: 94 607 66 20

Email: [rrhh@essbilbao.org](mailto:rrhh@essbilbao.org)





## ANNEX V. ASSESSMENT CRITERIA

<b>CODE:</b>	REF. 2513	
<b>PROJECT</b>	OPI 2024	
<b>POSITION:</b>	Researcher Neutron Instrumentation	
<b>POSITION REQUIREMENTS:</b>	PhD in Science (Physics or Chemistry) / MS Physics or Chemistry / MS Electronics Engineering or similar	
<b>FUNCTIONS &amp; DUTIES</b>		
1	Scientist / Engineer specialized in the development and set up of neutron detectors	
2	In charge of developing scientific components for the ESS Bilbao test facilities and other projects	
3	Set up of neutron detection systems in the ESS Bilbao facilities.	
4	Experiments with radiation sources, including experimental campaigns in neutron facilities	
5	Participation in international projects in the field of large scientific facilities	
<b>PHASE I MERITS (Maximum: 50 points)</b>		
<b>1 PROFESSIONAL MERITS (Maximum: 40 points)</b>		
<b>1A.: (Experience /knowledge gained at equal or higher levels)</b>		<b>%</b>
1	Experience as staff in neutron facilities	30%
2	Experience in national and international research institutions	10%
3	Experience in operation of radiation detection equipment (neutrons, photons)	20%
4	Experience in the development of detection systems	30%
5	Insight into the fields of neutron detection and data acquisition systems	10%
<b>2. TRAINING MERITS (Maximum: 10 points)</b>		
<b>REQUIRED QUALIFICATION (Certificate / Academic Diploma)</b>		
Ph D in Science (Physics or Chemistry) / MS Physics or Chemistry / MS Electronics Engineering or similar		
<b>2A MASTERS / OTHER QUALIFICATIONS (Maximum: 4 points)</b>		
1	Master's in sciences, Electronics, Automation, Control and Robotics or other degrees related to the position	
<b>2B COURSES/PUBLICATIONS: (Related to the functions of the position) (Maximum: 3 points)</b>		
1	Record of peer-reviewed publications in international journals	
2	Courses, certificates related to the position: neutron instrumentation	
<b>2C LANGUAGES (Maximum: 3 points)</b>		
1	Ingles: First Certificate/B2 or higher	
2	Euskera: Profile 2 in IVAP/B2 in HABE	
<b>PHASE II</b>		
<b>INTERVIEW (Maximum: 50 de points)</b>		